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LESBIAN/GAY ADVISORY COMMITTEE

MEETING

Date: Tuesday, January 15, 1985

Time: 5:30 to 7:30 p.m.

Place: State Building
350 McAllister Street, Room 1200
San Francisco

DOCUMENTS DEPT.

JAN 21 1985

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AGENDA

1. Adoption of the Minutes of December 18, 1984
2. Commissioner/Staff Reports (10 Min.)
3. Lesbian Bar Survey-Results and Future Direction (20 Min.)
4. AIDS/Gay Men Survey - Report on Meeting and Future Direction (20 Min.)
5. Plans for Tavern Guild Meeting (15 Min.)
6. Combined Meeting Strategy of American Indian Concerns (15 Min.)
7. Old/New Business (20 Min.)
8. Announcements/Evaluation (5 Min.)
9. Calendar Matters

L/GAC Members: If you cannot attend the meeting, please call Jackie Minnow at 558-4901.

Note: L/GAC meetings are open to the public and public discussion may be permitted at the discretion of the Chair.

Jk:gm
1/7/85

AIDS DISCRIMINATION REPORTING PROJECT

Purpose: To centrally gather information regarding discrimination, harassment, or gaps in provision of services related to AIDS in San Francisco. This information is confidential and is being used for needs assessment only at this time. In the future, this information may be a catalyst used to implement a program to resolve these situations. PLEASE HELP US BY REPORTING ALL INCIDENTS!

Name: * _____
Address: _____ Zip: _____
Telephone: (home) _____ Work: _____
(*Although your name will be kept confidential, you do not have to fill it in to complete the form; however, because of assessment validity and in case we can resolve your situation in the future, we hope you do fill in your name.)

SINCE THIS INFORMATION IS FOR REPORTING PURPOSES ONLY, WE URGE YOU TO PURSUE YOUR COMPLAINT ELSEWHERE AT THIS TIME (SEE ATTACHED).

- I. Nature of Complaint:
Employment _____ Housing _____ Public Accommodation (indicate): _____
Health Care Services _____ Differential Treatment _____
Verbal Harassment _____ Physical Harassment _____ Other: _____
- II. Discriminatory Incident:
Date: _____ Time: _____ Where: _____
Did someone perceive you as having AIDS? _____ Do you have AIDS? _____
Was your physical image related to this incident? _____
- III. Sex _____ Race _____ Disability _____ Age _____ Sexual Orientation _____
- IV. Complaint Against: (If known)
Name of company or person: _____
Address: _____ Zip: _____
Telephone: _____
Do you know if company does business with the City and County of San Francisco? _____
- V. Do you know any other persons who have been discriminated against by the same party? _____
- VI. Brief Description of incident: (Attach additional information if needed)

- VII. Have you reported this complaint elsewhere? _____ If so, where _____
Have you reported similar complaints in the past to an agency? _____ If so, where and when _____
- VIII. How did you hear about the form and project? _____
Date filled out: _____
If you need help filling out the form call the San Francisco AIDS Foundation, Social Services Department, 864-4376.
.....
(Office use only)

The AIDS Discrimination Reporting Project is a study with the intent to document discrimination. If you would like further action you should contact one of the organizations listed below for assistance. These organizations assist people in following complaints according to their respective guidelines and may be able to help resolve the issue or give advice as to where to go for resolution of the situation. It is hoped that in the future there will be a more direct route to address any problems related to discrimination and AIDS.

Service Provider and Social Services
Problems to People with AIDS or
AIDS-Related Conditions:

San Francisco AIDS Foundation
Social Service Department
54 Tenth St., S.F., 864-4376

Violence/Assaults/Threats:
Assistance for victims

Community United Against Violence
514 Castro St., S.F., 864-3112

Discrimination based on Sexual
Orientation Discrimination:

Human Rights Commission
1095 Market St., S.F., 558-4901
Jackie Winnow/Eileen Gillis

Complaints regarding Police
Department (please also report
to C.U.A.V.):


Office of Citizen Complaints
850 Bryant St., S.F., Room 565

Legal Advice:

Bay Area Lawyers for Individual Freedom
(B.A.L.I.F.) 621-0674

Some basic advice: write down all important information and names, etc. as soon after an incident as possible. Be sure to include witnesses if any, and remember to keep a chronological report of the incident as it happened.

In addition, please let us know, on the form, if you have contacted any agency for help and if any progress has been made toward solution of the problem.



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Lesbian/Gay Advisory Committee

Minutes of

Tuesday, January 15, 1985

*
* NEXT MEETING *
*
* Date: Tuesday, February 19, 1985 *
* Time: 5:30 - 7:30 p.m. *
* Place: State Building *
* 350 McAllister Street, Room 1200 *
* San Francisco, California 94102 *

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Committee Members Present: Larry Brinkin, Barbara Cameron, Chris Grubbs, Ruth Hughes, Marty Kashuba, Phyllis Lyon (Commissioner Co-Chair), Norm Nickens, Paul Wotman.

Committee Members Assent: Camilleann (resigned as of January 8, 1985,) Jerry Dunbar (excused), Lester Olmstead-Rose (excused), Commissioner Sal Rosselli (excused), Maria Santiago (excused) and Carmen Vazquez.

Guests: Jaquie Hale and Jeanne Hallman.

Staff: Gail Roberts, Chris Van Stone, and Jackie Winnow.

The meeting was called to order by Commissioner Lyon at 5:30 p.m.

1. Adoption of the Minutes of December 18, 1984.

*** Minutes as is.

2. Commissioner and Staff Reports

Commissioner Lyon reported that the Human Rights Commission passed the proposed surveillance resolution, as well as the proposed joint meeting between Social Issues and Police Liaison Committees and L/GAC to include representatives from GAI, the Executive Director and Board of the American Indian Center.

Jackie Winnow introduced Jaquie Hale representing the Lyon-Martin Clinic. Ms. Hale informed the Committee of L/M's history and that they are coordinating a reception to celebrate its 5th anniversary and that suggestions or donations for this reception are welcome. People wanting to work on the reception Committee are especially needed.

Commissioner Lyon added to her report that the Human Rights Commission has elected Brenda K. Wade as Chair and Esta Soler as Vice-Chair of the Commission. The Committee will send letters of congratulation.

In addition to her written staff report, Jackie Winnow reported that the 1985-86 budget period had begun and that Director Nickens had agreed to the Lesbian/Gay Unit's proposal. Jackie gave a brief history of the growth of the Lesbian/Gay Unit and the important role the Committee has played in the Unit's expansion. Jackie also informed the Committee that Lester Olmstead-Rose has located low-priced acoustical panels for the office; that Shanti is doing outreach for people of color for their volunteer counselor positions; that only seven AIDS Discrimination Reporting Project forms have been returned, so more outreach and publicity is being undertaken; that an AB 1 meeting is being coordinated with Art Agnos and various members of the community and staff; that within

1984 in San Francisco 502 cases of AIDS were reported, and 264 people have died from AIDS (this doubled 1983 data); that volunteers are needed at the Lesbian/Gay Office for clerical work; Eileen Gillis and she are attending a Lesbian/Gay rights class; that Norm Nickens and Mary Dunlap are instructing; that the community mailing list is being updated and expanded and if Committee members know of people or organizations who would be interested in receiving L/GAC minutes or agenda, please contact her; that the Lesbian Rights Project is sponsoring a new film about Lesbians becoming parents, Wednesday, February 13th, 7p.m., York Theater, 2789 24th Street, San Francisco.

3. Lesbian Bar Survey - Results and Future Direction

After discussion Committee members felt before anything is done with the results of the Bar Survey, that the survey should be repeated on a different night and that talking to the Bar's managers should be included. It was also agreed that manager's would be given a copy of the Public Hearing Report.

4. AIDS/Gay Men Survey - Report on Meeting and Further Direction.

The Gay Men's survey will be discussed at a later date, after staff and Committee members meet with representatives of Research Associates and the San Francisco AIDS Foundation.

5. Plans for Tavern Guild Meeting

Jackie Winnow, Barbara Cameron, Norm Nickens, Carmen Vazquez and Chris Grubbs will be attending the Tavern Guild's Executives Board meeting in Russian River on January 22nd. Sal Rosselli will not be able to attend.

Norm Nickens related to the Committee that he has met with Jim Bonko and a commitment was made to establish a TG Committee Group consisting of three or four Tavern Guild Executive Board members to deal with voluntary affirmative action strategies within the membership.

6. Combined Meeting Strategy of American Indian Concerns.

Strategy for the combined meeting of the Social Issues and Police Liaison Committee, L/GAC representatives from GAI, the Executive Director and Board of the American Indian Center will be discussed at SI and PL meeting, January 16th, 3-5 p.m.

7. Old/New Business

Chris Grubbs brought to the Committee's attention the subject of foreign homosexuals being barred from the United States. After discussion, members agreed that more information needed to be obtained, before the Committee takes specific action. Norm Nickens agreed to speak to Mary Dunlap for accurate details and report to the Committee.

Ruth Hughes brought up a group-white resistance - which has a hate-filled phone message. The matter was referred to Social Issues and Police Liaison Committee.

8. Announcements

Various announcements were made, including a conference on Gay and Lesbian legal issues and legal careers on Saturday, February 2, 1985, 9 AM to 5 PM at Golden Gate University. Free.

9. Evaluation

Committee members agreed that this was the quickest meeting that L/GAC has had in a very long time.

10. Calender Matters

The next meeting of the Lesbian/Gay Committee will be on February 19, 1985, at the State Building, 350 McAllister Street, Room 1200 at 5:30 p.m.



RESOLUTION OPPOSING GOVERNMENT
SURVEILLANCE OF CONSENSUAL SEXUAL CONDUCT IN BATHHOUSES
AND SEX ESTABLISHMENTS IN SAN FRANCISCO.

WHEREAS, health professionals cite types of sexual behavior and not location as causative factors in the transmission of AIDS; and

WHEREAS, governmental regulation and surveillance of private consensual sexual conduct between adults is a basic infringement of civil liberties; and

WHEREAS, the AIDS epidemic is of such a serious and costly nature as to require the appropriation of every available dollar for necessary care, research, and education; and

WHEREAS, \$50,000 was spent by the Department of Public Health (DPH) in its surveillance effort to close the bathhouses without prior appropriation of funds and the DPH is proposing to continue surveillance with additional cost to be incurred;

NOW, THEREFORE, BE IT RESOLVED, that the HRC is opposed to the City and County of San Francisco's use of surveillance regarding the private consensual sexual conduct of adults in bathhouses and other establishments;

AND BE IT FURTHER RESOLVED, that the Human Rights Commission is opposed to government departments spending money prior to its being allocated as it sets a dangerous precedent for abuse of public funds;

AND BE IT FINALLY RESOLVED, that the Human Rights Commission strongly support all necessary funding for the research and education of the causes of AIDS, and on the best means of preventing the spread of AIDS and the best care of those who have AIDS.

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Resolution 2-35
Adopted by the HRC 1/10/85

City and County of San Francisco
HUMAN RIGHTS COMMISSION
City and County of San Francisco



LESBIAN/GAY ADVISORY COMMITTEE

COMMUNITY MAILING LIST

Human Rights Commission
Office of Contract Compliance
Office of Dispute Resolution
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ACLU of No. CA - GAY RIGHTS Chptr.
1663 Mission St., 4th Fl.
San Francisco, CA 94103

621-2493
Attn: Douglass Warner

The Advocate
1300 N. Highland Avenue #200
Los Angeles, CA 90026
(213) 469-3571

Attn: News Coordinator

Assemblyman Art Agnos's Office
16th District
350 McAllister St., Rm. 1064
San Francisco, CA 94102
557-2235

American Friends Service
Committee
2160 Lake Street
San Francisco, CA 94121
752-7766

Attn: Ron Zuckerman

B.A.R.
1528 15th Street
San Francisco, CA 94103
861-7230

Attn: Brian Jones

BAYSLAG
P.O. Box 8428
San Francisco, CA 94128
364-0876

Supervisor Harry Britt
Board of Supervisors
City Hall, Room 235
San Francisco, CA 94102
558-3184

BHMT - SFBA
2269 Market Street, #199
San Francisco, CA 94114

Civil Service Commission
City Hall, Room 151
San Francisco, CA 94102
558-2796

Attn: Silvia Castellanos
Affirmative Action Officer

COMING UP!
867 Valencia Street
San Francisco, CA 94110
641-7900

Attn: Kim Corsaro

Committee to Preserve Our
Sexual and Civil Liberties
1041 Minna Street
San Francisco, CA 94103
626-5965 or 863-5428

Community United Against Violence
514 Castro Street
San Francisco, CA 94114
664-3112

Attn: Randy Schell

Concerned Republicans for
Individual Rights
P. O. Box 14174
San Francisco, CA 94114
668-1772 (Robert Baca)

Congregation Sha'ar Zahav
220 Danners
San Francisco, CA 94114

Delancey Street Foundation
2563 Divisadero Street
San Francisco, CA 94155
563-5326 or 368-1373

Attn: Dr. Mimi Silber

Documents Room Dept.
First Floor
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San Francisco, CA 94102
558-3321

CITY AND COUNTY OF SAN FRANCISCO
HUMAN RIGHTS COMMISSION
LESBIAN/GAY ADVISORY COMMITTEE
COMMUNITY MAILING LIST
Page 2

Gay American Indians
890 Hayes Street
San Francisco, CA 94117

Gay Teachers & School Workers
Coalition
55 Mason Street
San Francisco, CA 94102
(w) 441-4188

Attn: Hank Wilson

Gay Youth Community Coalition
P. O. Box 14412
San Francisco, CA 94114
552-6025

Mike Hall
Motman & Hall
GGBA Task Force on Discrimination
2370 Market Street
San Francisco, CA 94114
552-5600

Jerry Kvasnicka, Executive Director
GGBA
500 Sutter St., Suite 703
San Francisco, CA 94102
956-8677

Laurie McBride
GGBA President
Cole Valley Graphics
925 Cole Street
San Francisco, CA 94117
564-5252

Linda Rhode
GGBA Co-Chair Issues Committee
GGG Church Street
San Francisco, CA 94114
903-4613

Fred Rosenberg
GGBA Co-Chair Issues Committee
3363 Mission Street
San Francisco, CA 94110
647-3000

GLOE
c/o Operation Concern
1053 Market Street
San Francisco, CA 94103

626-2000

Harvey Milk Lesbian and Gay Demo Club
P.O. Box 14368
San Francisco, CA 94114
566-6221

Her Say News Service
P.O. Box 11010
San Francisco, CA 94101
552-8655

KPFA Women's Department
2207 Shattuck Avenue
Berkeley, CA 94704
848-6767

Attn: Ginny Berson

KPFA
2207 Shattuck Avenue
Berkeley, CA 94704
848-6767

Attn: Fruit Punch Collective

Lesbian/Gay Alliance
San Francisco State University
Student Union H-100-A
1600 Holloway
San Francisco, CA 94132
469-1952

Lesbian Rights Project
1370 Mission Street
San Francisco, CA 94103
621-0674

Lyon-Martin Clinic
2430 Mission Street, Suite 214
San Francisco, CA 94110
641-0220

CITY AND COUNTY OF SAN FRANCISCO
HUMAN RIGHTS COMMISSION
LESBIAN/GAY ADVISORY COMMITTEE
COMMUNITY MAILING LIST
Page 3

Chuck Forester
MAYOR's Office
City Hall, Room 205
San Francisco, CA 94102
558-3994

Margaret Kisliuk
Mayor's Office
City Hall, Room 205
San Francisco, CA 94102
558-5974

Metropolitan Community Church
150 Eureka Street
San Francisco, CA 94114
363-4434

Mobilization Against A.I.D.S.
647 A Castro Street
San Francisco, CA 94114
552-4207

Modern Times
908 Valencia Street
San Francisco, CA 94110
282-9246

Nat'l Gay Network Radio
2209 Market Street, No. 100
San Francisco, CA 94114
564-8912

National Women's Mailing List
P.O. Box 40070
San Francisco, CA 94140
824-6000

New College of California
777 Valencia Street
San Francisco, CA 94110

Attn: Donna Maldman
626-1694

Options for Women Over 40
3543 18th Street
San Francisco, CA 94110
431-6405

Pacific Ctr for Human Growth
P.O. Box 908
Berkeley, CA 94701
543-8283

Pacific Center for Human Growth
P.O. Box 908
Berkeley, CA 94701

Plexus
545 Athol Avenue
Oakland, CA 94605
451-2585

Pride Center
890 Hayes Street
San Francisco, CA 94117
263-9870

San Francisco AIDS Foundation
54 Tenth Street
San Francisco, CA 94103
864-4376

Attn: Jim Ferels

San Francisco Night Ministry
566 Vallejo Street, Apt.#25
San Francisco, CA 94133
896-1464 or 956-2059

San Francisco Women's Centers
3543 18th Street
San Francisco, CA 94110
431-1130

Sentinel
500 Hayes Street
San Francisco, CA 94102
861-8100

Sexual Trauma Services
50 Ivy Street
San Francisco, CA 94102
553-3441

(Note: Individuals are kept on a
separate, confidential list.)

JW:ltm
2/15/85



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2/19/85

LESBIAN/GAY ADVISORY COMMITTEE
MEETING

DOCUMENTS DEPT.

* Date: Tuesday, February 19, 1985 *
* Time: 5:30 PM-7:30 PM *
* Place: State Building *
* 350 McAllister, Room 1200 *
* San Francisco, CA. 94103 *

FEB 14 1985

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AGENDA

1. Adoption of the Minutes of January 15, 1985

2. WOMEN/LESBIAN HEALTH CONCERNS:

Panelists: Committee to Defend Reproductive Rights
Debra Friedland, Lyon/Martin Women's Health Services
Iris Project/Lesbian Services Program
Deborah Kelley, Operation Concern
Pat Norman, Lesbian/Gay Health Unit, DPH
Nancy Shaw, San Francisco AIDS Foundation

Presentations, Discussion and Questions, & Answers:

What is available, what is being done, what are the problem areas, funding issues, and concerns, and how can change be effected. (1 1/2 hrs.)

3. Commissioner/Staff Reports (10 min)

4. Old/New Business (10 min)

5. Announcements

6. Calendar Matters

L/GAC Members: If you cannot attend the meeting please call Jackie Minnow at 558-4901.

Lesbian/Gay Advisory Committee

DOCUMENTS DEPT

Minutes of

Tuesday, February 19, 1985

MAR 22 1985

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* Next Meeting *
*
* Date: Tuesday, March 19, 1985 *
* Time: 5:30-7:30 P.M. *
* Place: State Building *
* 350 McAllister Street, Room 1200 *
* San Francisco, CA 94102 *

Committee Members Present: Larry Brinkin, Barbara Cameron, Jerry Dunbar, Chris Grubbs, Crystal Jang, Marty Kashuba, Phyllis Lyon (Commissioner Co-Chair), Norm Nickens, Lester Olmstead-Rose, Sal Rosselli (Commissioner Co-Chair), and Paul Wotman.

Committee Members Absent: Maria Santiago (excused) and Carmen Vazquez (excused)

Guests: Charlene Cain, Debra Friedland, Deborah Kelley, Debra Lipson, Pat Norman, Nancy Shaw, Greg Day, Miriam Garfinkel, Tom Horan, and Liz Naidoff.

Staff: Eileen Gillis, Zula Jones, Gail Roberts, Chris Van Stone, and Jackie Winnov.

The meeting was called to order by Commissioner Lyon at 5:40 P.M.

1. Adoption of the Minutes of January 15, 1985

*** Minutes adopted, with the addition of Crystal Jang (excused) under Committee Members Absent.

2. Women/Lesbian Health Concerns:

Jackie Winnov began the Women/Lesbian Health Concern Panel discussion by introducing the panel members. Debra Friedland from the Lyon/Martin Women's Health Services began the discussion. Ms. Friedland related specific issues Lesbians confront while obtaining health care. The first being the decision of whether or not to disclose one's sexual preference. Ms. Friedland explained that because our society views Women's Health care primarily or almost exclusively as gynecological, that all women are confronted with questions regarding their sexuality. Therefore, the decision of disclosure is faced by all Lesbians. Those that choose to disclose their sexual preference are many times faced with health care providers who see Lesbianism as an issue needing to be dealt with rather than specific health problems. Having to deal with this type of homophobia keeps many Lesbians from seeking the health care that they need. Lesbians deciding to keep their sexual preference confidential may not be getting complete care. Ms. Friedland gave the example of infections that are sexually transmitted; if the Lesbian's sexual partner is not simultaneously treated, the infection will continue to reoccur.

Ms. Friedland also brought to the Committee's attention that 454 diagnosis of breast cancer and 202 diagnosis of uterine cancer were reported in the City of San Francisco. Despite these figures, she sees little or no money being spent on prevention concerning these life threatening diseases that affect women.

From the Iris Project, Charleen Cain described the different services Iris provides for Lesbians with substance abuse problems. Ms. Cain went on to

inform the Committee of different needs that have been brought to her attention while working at Iris. One of her main concerns was the need for more outreach for women of color. Many women and Lesbians of color have not been made aware of the services that are available and sensitive to their needs. Ms. Cain sees a need for agencies who do not deal specifically with the Lesbian/Gay population to incorporate in-service sensitivity trainings to deal with Lesbians. Ms. Cain also sees a need for AIDS in-service trainings in all types of agencies. The Iris Project strongly believes that a need for residential treatment facilities sensitive to or exclusively for Lesbians and Lesbian/Gay youth is of paramount importance.

Pat Norman presented an overview and brief history of her position at the San Francisco Department of Public Health as the Coordinator of Lesbian/Gay Health Services. She related to the Committee a couple of the different gains that have been achieved within the City - a Lesbian/Gay Client Bill of Rights, the Lesbian/Gay Health Coordinating Committee, and Lesbian/Gay sensitive positions throughout the public health system. When speaking specifically about Lesbian health needs, Ms. Norman stressed the need for residential treatment facilities for Lesbians with substance abuse problems as well as mental health programs. Ms. Norman also brought up the need for all health care providers to become sensitive to and educated about the Lesbian lifestyle. She talked about the fact that funding on AIDS is seen as funding for Lesbian/Gay health service and that this line of reasoning must constantly be corrected.

Nancy Shaw representing the AIDS Foundation, specifically Women with AIDS, discussed the problem of or lack of rehabilitation resources for women with I.V. drug dependencies, the population of women that is most at risk for contracting AIDS. Many rehabilitation facilities have policies which eliminate women with children or women with AIDS. Ms. Shaw also stressed that many of these facilities also have contracts with the City. Besides the need for rehabilitation facilities, Ms. Shaw also sees a need for more preventive education and outreach. Ms. Shaw is the only staff in the entire State of California hired to deal specifically with Women and AIDS.

Deborah Kelly described the different services available for Lesbians and Gay men at Operation Concern. Operation Concern receives funding to deal with specific populations, such as the elderly, people concerned about contracting AIDS the disabled, and people of color. The Lesbian client population is served by Lesbian counselors sensitive to their needs, because they require those needs. She reporting that they have limited staffing to meet a tremendous client load.

Debra Lipson, representing the Committee to Defend Reproductive Rights, discussed the different implications the loss of reproductive rights would or could have on the quality of Lesbian/Women's health care. Ms. Lipson stressed the importance of sexual freedom and how it relates to reproductive rights. The same groups fighting against Lesbian and Gay rights also fight against reproductive rights. Ms. Lipson explained that CDRR acts as a public educator and advocator for reproductive rights, access to sex education, a woman's right not to be sterilized, and sexual freedom.

Jackie Winnow opened the floor for questions and comments. Committee members inquired about specific needs that women's health services are seeking. It was again stressed that there was a great need for education and sensitivity concerning Lesbian health care, more outreach to women of color, funding for prevention services, and residential treatment facilities for substance abusers and homeless Lesbians. Liz Maidoff related that W.O.M.A.N. Inc. is beginning to offer services for battered Lesbians and money for outreach is needed.

Greg Day from Larkin Street Youth Center introduced himself and informed the Committee and panelists of the Community Development Block grant.

Barbara Cameron expressed her concern for Lesbian/Gay sensitive health

care as she described her recent experience in the hospital where she had to communicate to hospital staff sixteen times that she was a Lesbian and did not use a form of birth control. Ruth Hughes raised the question of men supporting women's health care needs.

It was continually stressed that women/lesbian health care services were not adequately funded and constantly put on the back burner. It was decided that the issues and recommendations that panelists presented would be discussed at the next Committee meeting.

3. Commissioner and Staff Reports

Because of the lateness of the hour, these reports were brief. Commissioner Phyllis Lyon reported that comparable Worth Resolution has been approved by the Board of Supervisors and signed by the Mayor and that Gay American Indians and the American Indian Center have made some commitments to resolve their conflict. This would be reported in more greater detail at the next meeting.

Jackie Winnow reported that Camilleann Nelson had resigned from the Committee, that the surveillance resolution had been sent, and that the issue of White Resistance had been referred to the Social Issues and Police Liaison Committee and that they had dealt with the issue several times in the past. The rest of her report will wait until the next meeting.

4. Old/New Business

Norman Nickens expressed his frustration with the San Francisco AIDS Foundation concerning the lack of multilingual pamphlets. It was then *** that a letter be sent to the AIDS Foundation requesting an explanation as to why there still are no Spanish pamphlets.

Jackie Winnow Brought to the Committee's attention Guy Wright's derogatory column addressing the issue of surveillance of bathhouses

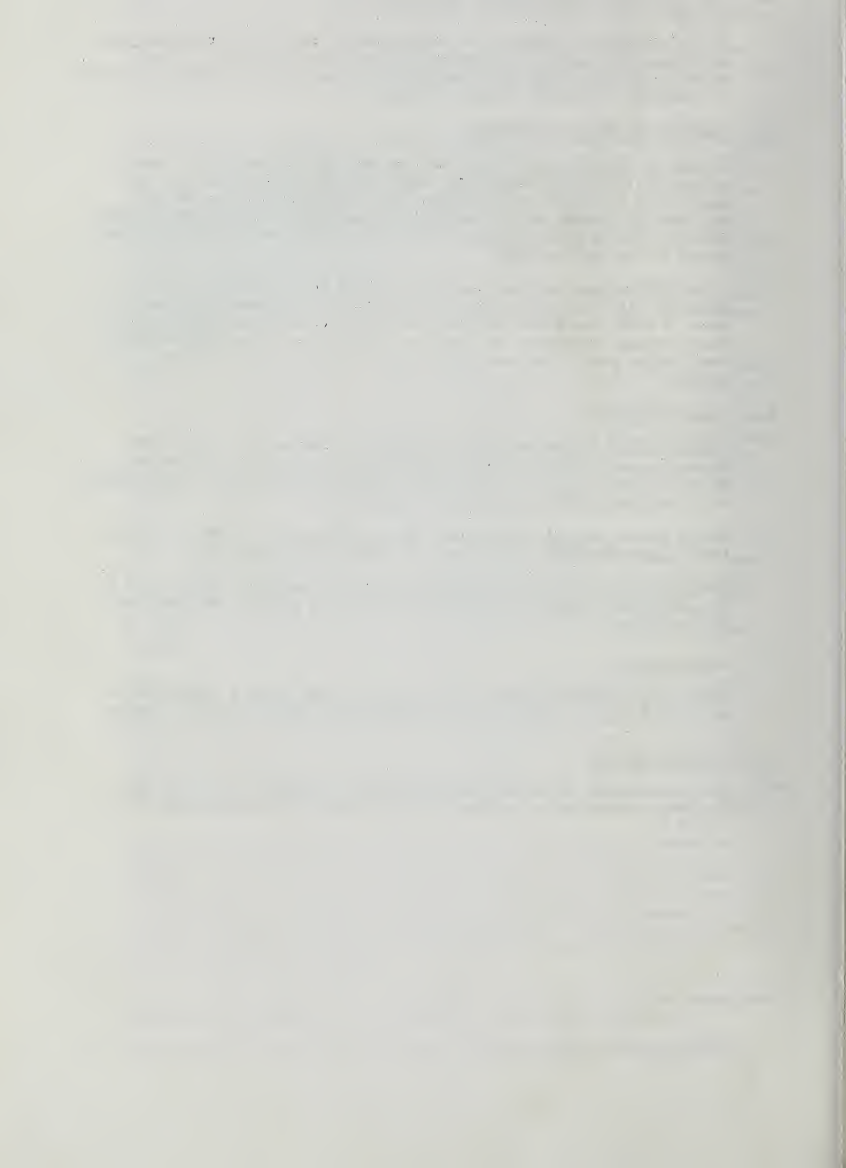
***m/s/c after discussion, members decided that personal letters need to be sent to the Editor of the Examiner as well as a letter representing the Committee.

5. Announcements

March 13th a planning meeting for a Multicultural Lesbian Conference is being held 7:30 - 9:30 P.M. at the Women's Building, 3543 18th Street.

6. Calender Matters

The next meeting of the Lesbian/Gay Advisory Committee will be on March 19, 1985, at the State Building, 350 McAllister Street, Room 1200 at 5:30 P.M.



CITY AND COUNTY OF SAN FRANCISCO

HUMAN RIGHTS COMMISSION
OFFICE OF CONTRACT COMPLIANCE
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LESBIAN/GAY ADVISORY COMMITTEE

MEETING

DOCUMENTS DEPT

MAK 13 1985

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* * * * *

* Date: Tuesday, March 19, 1985 *

* Time: 5:30 - 7:30 p.m. *

* Place: State Building *

* 350 McAllister Street, Rm. 1200 *

* San Francisco, CA 94102 *

* * * * *

AGENDA

1. Adoption of the Minutes of February 19, 1985
2. Commissioner/Staff Reports. (10 Min.)
3. Lesbian/Gay Immigration Issues - Recent Justice Department decision regarding Pacific Seaboard States (referring B.A.R. article of January 10, 1985) - Norm Nickens. (20 Min.)
4. Old Business
 - a. GAI/AIC report - Phyllis Lyon, Jackie Winnow, and Jerry Dunbar. (10 Min.)
 - b. Lesbian Bar Survey. (10 Min.)
 - c. S.F. AIDS Foundation Multi-Lingual Pamphlets. (10 Min.)
 - d. Recommendations for Women/Lesbian Health Concerns. (15 Min.)
 - e. New Member Selection. (10 Min.)
 - f. AB1 report. (5 Min.)
 - g. Tavern Guild (5 Min.)
5. New Business. (15 Min.)
6. Calendar Matters.
8. Adjournment

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

JW:bct

(415) 558-4901

Suite 501, 1095 Market Street San Francisco, CA 94103

Lesbian/Gay Advisory Committee

Minutes of

Tuesday, March 19, 1985

Next Meeting

Date: Tuesday, April 16, 1985

Time: 5:30 - 7:30 p.m.

Place: State Building
350 McAllister St., Room 1200
San Francisco, CA 94102

Committee Members Present: Larry Brinkin, Barbara Cameron, Jerry Dunbar, Crystal Jang, Phyllis Lyon (Commissioner Co-Chair), Norm Nickens, Lester Olmstead-Rose, Sal Rosselli (Commissioner Co-Chair), and Carmen Vazquez

Committee Members Absent: Chris Grubbs, Ruth Hughes, Marty Kashuba, and Paul Motman (excused)

Guests: Larry Durnett, Stephen J. Herman, Tom Horan, Nancy Ingram, and Erna Pahe

Staff: Eileen Gillis, Gail Roberts, Chris Van Stone (intern), and Jackie

The meeting was called to order by Commissioner Rosselli at 5:35 p.m.

1. Adoption of the Minutes of February 19, 1985

*** m/s/c Minutes adopted as is.

2. Commissioner/Staff Reports.

Commissioner Phyllis Lyon reported that Laurie McBride has been appointed to the Community Advisory Committee, MBE/WBE/LBE Ordinance.

Commissioner Sal Rosselli reported that he has been meeting with other commissioners advocating AIDS as a top priority and focus for the HRC. Commissioner Rosselli went on to discuss the State Aids Committee (SB 916) and meetings the Alice B. Toklas Lesbian and Gay Democratic Club is having with legislators to discuss federal responsibilities regarding AIDS funding.

Jackie Minnow introduced Stephen J. Herman from the Community College District, co-chair of the Lesbian/Gay Education Committee.

In addition to her written report, Jackie reported that it was time to begin lobbying for the Lesbian/Gay Unit's budget proposal, that the letter written to the editor in response to Guy Wright's derogatory column on AIDS appeared in Wright's column rather than the Letters to the Editor as intended. Committee members agreed that a letter written to Dave Halverson, editor of the Examiner, expressing our dismay was necessary.

Jackie expressed her concern for Maria Del Pilar Santiago, former L/GAC member and intern who is at San Francisco General Hospital at this time due to lupus. Norm Nickens requested that more information be made available to L/GAC regarding lupus as it is a disease primarily striking women and in light of our recent meeting on Lesbian/Women's health concerns.

3. Lesbian/Gay Immigration Issues.

Norm Nickens gave a brief overview of immigration laws affecting Lesbian and Gay men trying to enter the United States, but requested to table a more detailed report on this issue until the next meeting.

During this discussion Barbara Cameron informed committee members that Bronski Beat an openly gay British Band was denied entrance into the United States.

4. Old Business

a. GAI/AIC Report.

Jackie Minnow reported that the combined meeting between the Social Issues and Police Liaison Committees to discuss American Indian concerns was held and in summary the following was agreed upon: that the American Indian Center, the Corporation for American Indian Development and the American Indian Council would notify Gay American Indians of Board Meetings and will allow, with formal requests, time on these agendas; and that CAID and AIC will hear personnel grievances of two former employees.

Responding to a letter written to Chief Cornelius Murphy by Erna Pahe, a member of Concerned American Indian Community of the Bay Area, concerning AIC/CAID's application for a bingo permit, Chockie Cottier, Chief Executive Officer of AIC, requested at the HRC's February 28th meeting, that a letter from the Director of the HRC be sent to Chief Murphy correcting inaccuracies presented in Erna Pahe's letter regarding the joint meeting that was held. Jackie reported that this letter has been sent.

Phyllis Lyon went on to report that this issue was referred to the Administrative Committee where it was again rendered that the HRC had no further authority with this matter. Resulting from discussion of this matter the Administrative Committee proposed that Committees form a list of community members that can deal specifically with crisis mediation for problems which arise within various communities.

At this time Erna Pahe representing Concerned American Indian Community of the Bay Area, introduced herself and distributed the correspondence between herself and Chief Murphy, Grant Nickins and Chief Murphy, and an open letter from Chockie Cottier that was attached to a Title IV newsletter for Community members. Ms. Pahe related that she did not feel that the personal information given about herself and the HRC contained in Ms. Cottier's letter was inaccurate.

*** m/s/c agreed to request that HRC send a letter correcting misrepresentations regarding HRC to be attached to the next newsletter.

b. Lesbian Bar Survey.

After discussion it was decided that Committee members would find out when bar managers were at the bars and arrange to meet with them to discuss their hiring practices.

c. San Francisco AIDS Foundation Multilingual Pamphlets.

Norm Nickens shared his frustration over the inability of the AIDS Foundation to provide adequate multi-lingual pamphlets and moved, that L/GAC request that the Human Rights Commission draft a letter to the Health Commission expressing our concern over the failure of the AIDS Foundation to develop programs designed to reach "at risk" ethnic minority communities in San Francisco; further, to request the Human Rights Commission to develop a plan for meeting the needs of at risk ethnic minority communities in San Francisco. After lengthy discussion, it was *** m/s/c that Norm Nickens, Carmen Vazquez, and Jackie Minnow would attend the AIDS Foundation's Board of Directors meeting on March 21 and inform them of the Committee's proposed motion, and request that they present a distribution strategy along with the multi-lingual pamphlets. Norm Nickens withdrew his motion until further contact with the Foundation.

Steve Herman offered to distribute the multi-lingual pamphlets upon completion within the Community College outreach program.

d. Recommendations for Women/Lesbian Health Concerns.

*** m/s/c to adopt Jackie and Eileen's suggestions (attached).

e. New Member Selection.

It was decided that a sub-committee consisting of Carman Vazquez, Jackie Winnow, Phyllis Lyon, and Lester Olmstead-Rose would conduct interviews and make recommendations to the full L/GAC. Within the next ten days members will nominate people by having them send a letter of intent and a resume to Jackie Winnow.

f. AB-1 Report.

Lester Olmstead-Rose reported that they have met with Art Agnos and contacted people throughout the state, but have not been able to generate much enthusiasm or support.

g. Tavern Guild.

Norm Nickens reported that he has met with the Tavern Guild and they have established a Task Force as agreed.

5. New Business

Jackie Winnow reported that Paul Hotman has requested that L/GAC investigate the issue of Universities allowing discriminatory organizations recruiting on college campuses. Since Paul was not there, it was put on the next agenda.

Barbara Cameron requested that L/GAC investigate the ethnic breakdown of personnel employed at social service agencies which deal with the Lesbian/Gay community.

6. Announcements

Barbara Cameron reported that Lesbian/Gay parade T-shirts are available at 733 14th St.

Del Martin and Commissioner Phyllis Lyon will be at the Valencia Rose April 2, 8:00 p.m. to do a cabaret.

There will be a Lesbian/Gay scholarship dance for Community College District, April 26.

7. Calendar Matters

The next meeting of the Lesbian/Gay Committee will be April 16, 1985, at the State Building, 350 McAllister Street, Room 1200 at 5:30 p.m.

8. Adjournment

The meeting was adjourned at 7:10 p.m.

City and County of San Francisco



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#1

4/16/85

Human Rights Commission
Office of Contract Compliance
Office of Dispute Resolution

LESBIAN/GAY ADVISORY COMMITTEE

MEETING

Date: Tuesday, April 16, 1985

Time: 5:30 - 7:30 p.m.

Place: State Building
350 McAllister, Room 1200
San Francisco

DOCUMENTS DEPT

APR 12 1985

SAN FRANCISCO
PUBLIC LIBRARY

AGENDA

1. Adoption of the Minutes of March 19, 1985
2. Presentation of the San Francisco AIDS Foundation Plans for Distribution of the Multi-lingual Pamphlets and Presentation of the Pamphlets -- Holly Smith
3. Commissioner/Staff Reports
4. Old Business
5. New Business
6. Calendar Matters
7. Announcements
8. Adjournment

L/GAC MEMBERS: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

NOTE: L/GAC meetings are open to the public and public discussion may be permitted at the discretion of the Chair.

JW:jw
4/9/85

City and County of San Francisco
Human Rights Commission
Lesbian/Gay Advisory Committee
Minutes of the meeting of April 16, 1985

Page 2

that of a staff of 22 there are no bilingual persons; and that people calling the foundation needing translators are scheduled to a time when a bilingual volunteer is available. During this time Ms. Smith discussed the attempts the AIDS Foundation has made to change the ethnic composition of their staff.

Lester Olmstead-Rose questioned the availability of other translated pamphlets; such as Chinese or Tagalog. Ms. Smith assured him and the committee that the translations are complete, but because they have not been in demand, and are very expensive, they have not been publicized; however they are available upon request. Different Committee members continued to express their concern over the lack of definite strategies not only for outreach to at-risk ethnic minorities, but also for outreach for people of color on their staff. It was suggested that the AIDS Foundation put together a committee to deal specifically with the issues brought up at this meeting.

Commissioner Rosselli related to Ms. Smith that he was aware that the AIDS Foundation has written grant proposals for programs to work with ethnic minority groups, and that the intent of this meeting was to examine these programs and relate to the committee exactly what the AIDS Foundation's intentions are for meeting the needs of the Third World community. Ms. Smith responded that she would relate this message back to the Foundation.

Commissioner Rosselli introduced Jeremy Landau and John Peterson from the Pacific Center's AIDS Project, who were invited to discuss the educational outreach program that has been implemented through their organization. Mr. Landau related to the Committee that the Pacific Center's commitment to people of color is exemplified in their multi-cultural outreach program that has been implemented within their organization for quite some time. Mr. Landau went on to explain that because this program existed, implementing the AIDS educational outreach for ethnic minorities was made easier. Mr. Landau discussed the efforts that are being made by the Center to continue filling staff positions with people of color.

As the educational outreach coordinator, John Peterson gave examples of some of the different aspects of the Center's outreach program that are ongoing; he is currently recruiting additional third world volunteers; he has participated in five Third World forums; and he is in the process of developing educational videotapes. Mr. Peterson then distributed his extensive list of distribution locations for the Center's multi-lingual pamphlets. Mr. Peterson also reported the statistical breakdown of people with AIDS to stress the need for programs such as this. Mr. Peterson emphasized the fact that as a Black man he does not represent all people of color.

Guests from both organizations clarified the confusion and complexity of statistics concerning the actual number of people receiving services from AIDS related organizations in different locals.

After lengthy discussion, Norm Nickens distributed copies of a resolution proposal expressing his concern over the lack of educational programs designed specifically for at risk ethnic minority communities through the San Francisco AIDS Foundation. The Resolution called for the Human Rights Commission to express its concern to the Health Commission over the failure of the AIDS Foundation to outreach to Third World communities in S.F. and to call upon the Health Commission to see that educational programs designed to reach at risk ethnic minority communities are developed.

Before a vote was taken on the motion, Tom Horan made the observation that because the percentage of third world people diagnosed with AIDS is significantly smaller than caucasians, many people of color have the misconception that they are immune to contracting AIDS, and unless populations other than white, upper class males are targeted, this conception will continue.

At this time, Mr. Nickens' proposed resolution was ***m/s/c. All were in favor, with Commissioner Rosselli abstaining because of a conflict of interest.

Page 3

3. Special Order

Linda Yee from Channel 4 News approached the Committee and its guests with the recent decision by the Military requiring blood banks, civilian and military, to release positive HTLV test results of military personnel donating blood. Holly Smith and committee members expressed their strong objections to this decision. Discussion of the military's history of discrimination against Lesbians and Gay men and the opportunity for abuse and harassment with which this decision can be used ensued. It was ***m/s/c unanimously to request that the HRC send a letter to the Department of Defense objecting to this policy, to our representatives in Washington, D.C. requesting them to take action opposing the decision, to Mayor Feinstein requesting her to influence the Military's decision regarding change, and to Irwin Memorial Blood Bank in support of their decision not to comply.

4. Commissioner and Staff Reports

Jackie Winnow reported that the first Women's/Lesbian Health Consortium meeting will be held April 23rd at 1:30 p.m., Room 302, DPH, 101 Grove Street; that Public Health Department is holding a training on Lesbian health care on April 18, 1:30 - 5:15, Commission Room, Main Library; that the Lesbian/Women's Health Report was sent to the Mayor, Supervisor Walker, the Health Commission, DPH, OCD and panel participants and that KPFA has expressed interest in Lesbian/Women's Health and will be taping the April 18th training session; that only Steve Herman of Community College has thus far applied for L/GAC membership and it was then decided that the membership subcommittee (Phyllis Lyon, Lester Olmstead-Rose, Carmen Vazquez, and Jackie Winnow) would meet to decide direction; the Vicotora Mercado Brigade, a Lesbian/Gay brigade to Nicaragua, has offered to come speak at a L/GAC meeting and L/GAC decided to invite them; Hospital workers from Local 250 will now be able to grieve sexual orientation discrimination through their union organization and this was accomplished by a team effort of Eileen Gillis, Jackie Winnow, Leah Hess and John Nehring; the HRC wrote the Title IV letter concerning the American Indian Center and it will be attached to their next newsletter; HRC and the L/GAC has endorsed the reception for the Sexual Orientation text Bay Area contributors; the HRC has endorsed the Lesbian/Gay Employment Conference, and L/GAC also decided to Maria del Pilar Santiago is home now and doing better; Eileen Gillis wrote a grant proposal to the Chicago Resource Center for an AIDS legal guide pamphlet; Halverson, editor of the examiner responded to our letter; the AIDS Discrimination Reporting Project's report is near completion; Chris Van Stone's internship ends in May and Susan Steiner will work with us next year; ***m/s/c to write a letter of commendation for Chris Van Stone for her fine work; Eileen, Jackie and other staff will be taking permanent placement exams at the beginning of next month; Norm Nickins and Jackie have been meeting with the Tavern Guild and putting together an insert for their newsletter; the Tavern Guild will hold an election for its board of directors in July; Patti Roberts will be holding a Lesbian/Gay Rights class at Community College beginning May 1st; that the CAMRO Conference is holding its annual conference here and Jackie reported that she's put together a panel for a workshop on AIDS and discrimination; L/GAC members are invited to attend; and the \$25 booth fee for the Lesbian/Gay Day parade has been sent.

Jackie then reported on the budget concerning the L/G Unit. The Mayor approved the Coordinator position upgrade, expenditures for a typewriter and supplies, and although she had denied the added position to deal specifically with AIDS, she was now reconsidering. Jackie thanked the L/GAC members who sent letters of support and who requested others to do so. She also pointed out that some members fell a little short and that in some instances, more could have been done and sooner. Commissioner Rosselli thanked Jackie and Eileen for their efforts.

City and County of San Francisco
Human Rights Commission
Lesbian/Gay Advisory Committee
Minutes of the Meeting of April 15, 1985

Page 4

5. Old/New Business

Larry Brinkin brought up the issue of the USS Missouri and whether or not the L/GAC should take a stand on it, particularly considering the Navy's avowed advocacy of Lesbian/Gay discrimination. It was decided that staff would look into this issue further and put it on a future agenda.

6. Announcements

Spring Mobilization for peace, jobs, and freedom will be holding a massive march and rally on Saturday, April 20th, to begin at 11:00 p.m. at the beginning of Market Street.

6. Carlander Matters

The next meeting of the Lesbian/Gay Advisory Committee will be on May 21, 1985, at the State Building, Room 1200.

JW:ltn
5/7/85

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LESBIAN/GAY ADVISORY COMMITTEEMEETING

 *
 * Date: Tuesday, May 21, 1985 *
 * Time: 5:30 7:30 p.m. *
 * Place: State Building *
 * 350 McAllister Street, Room 1200 *
 * San Francisco, CA 94102 *

AGENDA

1. Adoption of the Minutes of April 16, 1985.
2. Commissioner/Staff Reports
3. Feminist Anti Censorship Taskforce (F.A.C.T.)
There are several bills currently in the State legislature concerning censorship: Phyllis Lyon
4. Old Business
 - San Francisco AIDS Foundation and Ethnic Minority Outreach
 - Tavern Guild
 - New Membership
 - USS Missouri
 - Others
5. New Business
6. Announcements
7. Calendar Matters
8. Adjournment

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnov at 558-4901.

NOTE: L/GAC meetings are open to the public and public discussion may be permitted at the discretion of the Chair.

JW:bct
5/10/85

LESBIAN/GAY ADVISORY COMMITTEE
Minutes of
Tuesday, May 21, 1985

NEXT MEETING

Date: Tuesday, June 18, 1985

Time: 5:30 - 7:30 p.m.

Place: State Building
350 McAllister Street, Room 1200
San Francisco, CA 94102

Committee Members Present: Larry Brinkin, Jerry Dunbar, Ruth Hughes, Crystal Jang,
Marty Kashuba, Commissioner Phyllis Lyon, Norm Nickins, Commissioner
Sal Rosselli, and Paul Wotman.

Committee Members Absent: Chris Grubbs (excused), Lester Olmstead-Rose (excused),
and Carmen Vazquez.

Guests: Larry Burnett and Tom Horan

Staff: Eileen Gillis, Gail Roberts, Sue Steiner (intern), Chris Van Stone (intern),
and Jackie Winnow.

The meeting was called to order by Commissioner Lyon at 5:30 p.m.

1. Adoption of the Minutes of April 16, 1985

***m/s/c Minutes adopted as is. It was noted that they were excellently
written by Chris Van Stone.

2. Commissioner and Staff Reports

Jackie Winnow reported that Chris Van Stone, MSW intern working in the L/G Liaison office is leaving and that Sue Steiner, also a MSW student, has joined the staff for this summer; that both Jackie and Eileen Gillis have completed their permanent placement exams; that Jackie and Eileen are working on a Lesbian/Gay Employment Conference scheduled for 8:30 - 6:30, Saturday, June 15, 1985 at Hastings College of Law, 200 McAllister Street; that the L/GAC endorsed Reception for Sexual Orientation and the Law will be June 24th; that the HRC unanimously agreed to object to the Defense Department's recent decision requiring that military and civilian blood agencies collecting blood on military installations provide positive test results for the HTLV III antibody to military health agencies; that the HRC has written to the Secretary of Defense stating their objections, as well as to Senators Cranston and Wilson, Congresswomen Boxer and Burton, and Mayor Feinstein; Irwin Memorial Blood Bank was sent a letter of support for its decision not to comply with the Military edict; that the HRC approved the "Resolution Concerning Education Programs for AIDS at Risk Minority Communities", with a paragraph added requesting that the AIDS Foundation implement Affirmative Action procedures within their hiring of staff, that the AIDS Discrimination Reporting Project has been completed; that there will be a AIDS Candlelight Vigil on May 27th beginning at Castro Street; that on May 30th Circus Vapors proceeds will benefit the AIDS Foundation, and that Committee members need to sign-up for their preferred time for working at the Lesbian/Gay booth during the L/G parade. Eileen Gillis reported the results of the Mayor's meeting held with community leaders. The agenda was devoted to AIDS and included a presentation by Dr. David Werdegard, Director of the Interim San Francisco Department of Health. Latest medical and funding information was reported on as well as an update given on the reliability of the HTLV III test, which will begin to be used at local sites in June.

Commissioner Roselli reported that the 8 member AIDS Advisory State Committee has appropriated an additional 20 million for AIDS related programs.

Commissioner Roselli also thanked Jackie Winnow, Eileen Gillis and legal intern Leah Hess, for their team effort to assist hospital workers from Local 250 to bargain, in a new contract, grievance rights for sexual orientation discrimination through their union organization.

Commissioner Lyon summarized the recent meeting of the Women's Advisory Committee to the Mayor by discussing the different options available to the Mayor for financing Comparable Worth within the City.

3. Feminist Anti Censorship Taskforce (F.A.C.T.)

Material describing the various legislation being proposed to attack pornography against women was provided for Committee Members. Commissioner Lyon described the F.A.C.T organization and her concern with the type of legislation that could be produced. She asked the Committee to review these bills and discuss the possibility of Committee action.

After lengthy discussion it was ***m/s/c to send a letter to the public Safety Committee of Assembly and the Senate Judiciary Committee asking both to time their review process of these related bills to give ample opportunity for public hearing and input, cautioning that those bills tend towards censorship and the abridgement of free speech.

4. Old Business

Tavern Guild:

Tavern Guild will be sending out press releases and inserts in their newsletter stating their commitment to Affirmative Action, as well as the beginning of an educational project on this for members.

New Membership

Press Releases were sent out announcing the Committee's openings for new members. The deadline for applicants is June 14.

USS Missouri:

While discussing the drafted Resolution opposing the USS Missouri in San Francisco, members debated the type and possibility of Committee and HRC involvement in this issue. After discussion it was agreed that before any action could be taken, the Committee would need to invite representatives from both sides of the issue to speak at the next regular L/GAC meeting.

5. New Business

Paul Wotman brought up the issue of Military recruitment on College Campuses, and requested that Committee look further into this issue. Crystal Jang expressed concern for the recruitment occurring on High School campuses. Committee members agreed that this was an issue to be pursued with possible assistance given by a legal intern. Efforts in this direction will begin shortly.

6. Announcements

Larry Brinkin announced that his case against Southern Pacific is progressing well with a recent addition of his Union becoming a Co-complainant in the case.

CUAV - A slideshow entitled: "Exposing Anti-Gay Violence" will be presented by Community United Against Violence on Thursday, May 30, 7:30 at Bernal Heights Neighborhood Center. A seminar and discuss on will follow.

7. Calendar Matter

THE NEXT MEETING OF THE Lesbian/Gay Advisory Committee will be on July 16, 1985 at the State Building, Room 1200.

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City and County of San Francisco

Human Rights Commission
Office of Contract Compliance
Office of Dispute Resolution



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7/85
Cancelled

LESBIAN/GAY ADVISORY COMMITTEE

MEETING

[Agenda]

July 16 Meeting is Cancelled

This is not a continuing trend.
There will definitely be an August 20
meeting and if it should be necessary,
an emergency meeting before that date.

If you have any questions, Please
call Jackie Winnow at 558-4901.

JW:w
7/9/85

DOCUMENTS SEPT.

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CIVIL RIGHTS DIVISION



LESBIAN/GAY ADVISORY COMMITTEE

MEETING

* * * * *
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* Date: August 20, 1985 *
* *
* Time: 5:30 - 7:30 p.m. *
* *
* Place: State Building *
* 350 McAllister Street, Room 1200 *
* San Francisco, CA *
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DOCUMENTS DEPT.

AGENDA

AUG 15 1985

SAN FRANCISCO
PUBLIC LIBRARY

(10 min.)

(45 min.)

(10 min.)

(10 min.)

(15 min.)

(10 min.)

(10 min.)

1. Adoption of the Minutes of May 21, 1985

2. Commission/Staff Report

3. AIDS Priority:

The HRC has made AIDS one of its top 3 priorities.
Discussion of L/GAC role, issues, goals, and time
commitment.

4. International Women's Conference: A Report - Carmen Vazquez

5. Status of New Member Selection

6. Member Updates

7. Old Business

8. New Business

9. Announcements

10. Calendar Matters

11. Adjournment

L/GAC Members: If you cannot attend the Meeting, please call Jackie Winnow at
558-4901.

NOTE: L/GAC Meetings are open to the public and public discussion may be
permitted at the discretion of the Chair.

LESBIAN/GAY ADVISORY COMMITTEE

Minutes of

Tuesday, August 20, 1985

*
* Next Meeting *
*
* Date: Tuesday, September 17, 1985 *
* Time: 5:30 - 7:30 p.m. *
* Place: State Building *
* 350 McAllister Street, Room 1200 *
* San Francisco, CA *

SEP 24 1985
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PUBLIC LIBRARY

Committee Members Present: Larry Brinkin, Chris Crubbs, Ruth Hughes, Marty Kashuba, Phyllis Lyon, Norman Nickens, Lester Olmstead-Rose, Carmen Vazquez, and Paul Wotman.

Committee Members Absent: Jerry Dunbar (excused), Crystal Jang (excused), Sal Rosselli (excused).

Guests: Larry Burnett, Chris Bowman, Steve Hermann, Tom Horan, Jeremy Landau, and Annie McCombs.

Staff: Eileen Gillis, Gail Roberts, and Jackie Winnow.

The meeting was called to order by Jackie Winnow at 5:40 p.m.

1) Adoption of the Minutes of May 21, 1985

*** m/s/c adopted as is.

2. Commission/Staff Report

- Commissioner Lyon reported that the HRC has designated AIDS as one of its three major priorities for FY 85-86. Discussion related to this item was deferred to a later point in the meeting.
- Staffperson Jackie Winnow reported that she had returned from disability leave to approximately full time work in the Unit; the Friends of the HRC is sponsoring a First Award of Merit to individuals exhibiting strong dedication to human and civil rights work in the areas of Business, Labor, Arts and Entertainment, Community Service and Government service, and nominations are being solicited; outreach is ongoing for Lesbian/Gay sensitive hearing officers able to sit on panels hearing HRC complaint appeals.
- Staffperson Eileen Gillis reported that current issues staff is working on include meeting with Kaiser Hospital to improve services to people with AIDS and the ongoing complaint load, which includes 13 new cases related to discrimination against those perceived as having AIDS. The sexual orientation quarterly report for April - July 1985 was distributed.

3) International Women's Conference: A Report - Carmen Vazquez

Carmen Vazquez attended this conference in Kenya and participated as a delegate to the forum activities that took place concurrent with the official event. Ms. Vazquez was sponsored by community groups, individuals and through a small grant from the Ford Foundation. This gathering provided an opportunity to air issues, lobby, hold workshops and organize on concerns related to the international women's movement. The advantage of a global perspective on issues was educational, showing clearly that the credibility of the U.S. has been damaged by its activities disrupting much that is ongoing in nations throughout the world. Major issues of focus included unrest in Palestine, S. Africa, Central America and 3rd World concerns.

The convener of the official conference attempted to order lesbians to leave, but due to the organizing efforts and the advanced preparation of ISIS, this homophobic event was used to focus media attention on Lesbian issues and motivated increased opportunities for conference participants to come strongly together. AIDS was also a topic of concern, as it is widespread, mostly through the heterosexual population in Kenya.

4) AIDS Priority:

The Human Rights Commission designated AIDS as one of its top three priorities: The others being the MBE/WDE/LBE Ordinance and Hispanic concerns. Because of the HRC decision and due to L/GAC's direct role, serious discussion of direction and process took place.

Paul Wotman opened the discussion by pointing out the need to look into insurance discrimination. Members talked about the need for an ordinance similar to the L. A. ordinance and Eileen and Jackie reported that Supervisor Britt's office is preparing one. L/GAC talked about the need for HRC to hold public hearings to gather the facts concerning the various types of discrimination now being perpetuated due to AIDS. Employment housing insurance, blood tests, youth health services, educational institutions, ethnic minority communities, and affirmative action and provision of services to Third World people by AIDS organizations were discussed as target areas needing to be dealt with.

Since AIDS was made a priority of the HRC, then more than the capability of 1 committee and 2 staff members are needed to be pulled together to deal with the enormity of the issue. Extra staff is needed - new and others currently on board. Each of HRC's Committees - e.g. Housing, Employment, Social Issues/Police, Youth and Education - need to become involved with the AIDS issue as it impacts the areas of their committees. A Subcommittee made of one or two members of each committee should be convened to coordinate the direction of the AIDS priority.

Jackie Winnow will prepare a detailed report of L/GAC's recommendations for formal presentation to the HRC.

5) Status of New Member Selection:

Jackie Winnow reported that 11 applicants will be interviewed for L/GAC membership. Scheduled dates are 9/5 and 9/9. The interview committee will report back to the L/GAC at its September 17 meeting with its recommendations of individuals to be added to membership.

6) Member Updates:

- Larry Brinkin reported on the progress of his appeal re: Brinkin v. Southern Pacific Transportation Company, which challenges the denial of his three-day paid funeral leave taken upon the death of his partner/lover. The case was heard in early July and the Judge's decision will be forth coming shortly.
- Norm Nickens reported on the meetings of AIDS' Third World Service providers.

7) New Business:

- Chris Bowman, Aide to Senator Milton Marks gave an overview of pending legislation regarding AIDS and requested the L/GAC's endorsement of passage.

SB-292 provides for confidentiality in AIDS research protocols. It is now on the floor of the Assembly, having passed the Senate and requires informed consent for each disclosure of research results. A penalty of up to \$10,000 for unauthorized disclosure is attached.

Also on the floor of the Assembly is SB 678, which extends the life of the State AIDS Advisory Committee from 1986 to 1990 and adds participants representing University research sectors and mental health.

Two year bills SB-1327, which requires Medi-Cal to assume conversion payments of private health insurance preminums, and SB-1328, which raises the minimum level of income from \$504 to \$800 at which time Medi-Cal will assume responsibility for medical expenses for people diagnosed with AIDS have been introduced.

The committee ***m/s/c to endorse these bills, recommending their Passage.

8) Nomination for Annual Merit Award

L/GAC members unanimously voted to nominate Jon Hertzam and Priscilla Alexander in the Community Service category.

9) Calendar Matters

The next scheduled L/GAC meeting is September 17, 1985, 5:30 p.m. at the State Building, 350 McAllister Street, Room 1200

10) The meeting was adjourned at 7:30 p.m.

JW:ltn



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9/17/85

LESBIAN/GAY ADVISORY COMMITTEE

MEETING

*
* Date: September 17, 1985 *
*
* Time: 5:30- 7:30 p.m. *
*
* Place: State Building *
* 350 McAllister Street, Room 1200*
* San Francisco, CA *
*

DOCUMENTS DEPT.

SEP 18 1985

PUBLIC LIBRARY

AGENDA

1. Adoption of the Minutes of August 20, 1985
2. Commissioner/Staff Report (10 min.)
3. Proposed AIDS Discrimination Ordinance: . (30 min.)
Content and disposition--Dana Van
• Order of Supervisor Britt's office
4. Adoption of L/GAC's recommendations for HRC's AIDS (10 min.)
Priority Guidelines
5. Recommendations of new members by the Membership (20 min.)
Selection Committee (Carmen, Lester, Jackie, and Phyllis)
6. Stanford University's policy regarding recruiters who (10 min.)
are Lesbian/Gay discriminators
7. Committee Member Reports (10 min.)
8. Old Business/New Business (10 min.)
9. Announcements
10. Calendar Matters
11. Adjournment

L/GAC Members: If you cannot attend the Meeting, please call Jackie Winnow at 558-4901.

Note: L/GAC Meetings are open to the public and public discussion may be permitted at the discretion of the Chair.

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9/17/85

LESBIAN/GAY ADVISORY COMMITTEEMEETING

 *
 * Date: September 17, 1985 *
 * Time: 5:30- 7:30 p.m. *
 * Place: State Building *
 * 350 McAllister Street, Room 1200*
 * San Francisco, CA *
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AGENDA

1. Adoption of the Minutes of August 20, 1985
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5. Recommendations of new members by the Membership (20 min.)
 Selection Committee (Carmen, Lester, Jackie, and Phyllis)
6. Stanford University's policy regarding recruiters who (10 min.)
 are Lesbian/Gay discriminators
7. Committee Member Reports (10 min.)
8. Old Business/New Business (10 min.)
9. Announcements
10. Calendar Matters
11. Adjournment

L/GAC Members: If you cannot attend the Meeting, please call Jackie Winnow at 558-4901.

Note: L/GAC Meetings are open to the public and public discussion may be permitted at the discretion of the Chair.

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LESBIAN/GAY ADVISORY COMMITTEE

Minutes of

Tuesday, September 17, 1985

 * NEXT MEETING *
 * Date: Tuesday, October 15, 1985 *
 * Time: 5:30 PM-7:30 PM *
 * Place: State Building *
 * 350 McAllister Street, Room 1200 *
 * San Francisco, CA. 94103 *
 * *

Committee Members Present: Larry Brinkin, Jerry Dunbar, Chris Grubbs, Ruth Hughes, Marty Kashuba, Phyllis Lyon, Norman Nickens, Lester Olmstead-Rose, Sal Rosselli, Carmen Vazquez, and Paul Wotman

Committee Members Absent: Crystal Jang

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Guests: Tom Horan and Larry Burnett

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Staff: Eileen Gillis, Gail Roberts, Sue Steiner, Jackie Winnow.

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The meeting was called to order by Sal Rosselli at 5:35 PM.

1). Adoption of the Minutes of August 20, 1985.

*****m/s/c Minutes adopted with following correction: on Page 2, the top paragraph, Carmen Vazquez did not mean that AIDS was a major focus of the Forum.

2). Commission/Staff Report

- Commissioner Lyon reported that the Gay and Lesbian group at Community College is encouraging the Affirmative Action office to work on Lesbian/Gay outreach and keep track of how many Lesbians and Gay men are employed there.
- Commissioner Rosselli reported that there is a new T.V. show on Channel 7 called 900 Front, which will be discussing AIDS and discrimination. He was asked to sit in the audience and react to the program, and requested that others from the Committee join him.
- Staffperson Jackie Winnow reported that she went to San Francisco State University to recruit MSW interns, and that Eileen Gillis is in the process of recruiting legal interns; Intern Sue Steiner is working on setting up a meeting for all those working on AIDS and discrimination and is doing research into AIDS and insurance; the upgrade issue is now in civil service and may need help from the L/GAC members if it has to go before the Civil Service Commission; a funding request for a new staff person to work on AIDS is being attached to Supervisor Britt's proposed AIDS discrimination ordinance; Jackie Winnow will be on vacation during the next meeting in October.
- Staffperson Eileen Gillis reported that she is continuing to meet with Kaiser Hospital and a community group who are proposing the possibility of an AIDS ward at Kaiser and ongoing community meetings.

3). Adoption of L/GAC's recommendations for HRC's AIDS Priority Guidelines.

The AIDS Priority Guidelines for the HRC, as written by Jackie Winnow, based on L/GAC's ideas discussed at its August meeting, were discussed. Several members felt that the guidelines were too broad. Lester Olmstead-Rose was concerned that the hearings on AIDS discrimination were also too broad as they covered different issues under the rubric of discrimination. Jackie Winnow pointed out that if items were removed, people will ask why they were left out, and that these guidelines were just a general

plan, and the specifics will become more clear over time. The Committee *****m/s/c to adopt the guidelines as they are.

4). Recommendations of New Members by the Membership Selection Committee (Carmen, Lester, Jackie and Phyllis)

Jackie Winnow passed out the resumes of the people who were being recommended. Commissioner Lyon explained that the Committee had interviewed 11 of the 14 people who applied. She also stated that the choice had been difficult, and that the decisions were made, in part, according to a policy of trying to keep the Committee as diverse as is possible. Those being asked to join the L/GAC are Shelia Coughlin, Tony Henry, Marcy Rein, and Darrell Yee. The selection Committee decided on 4 rather than 3, which would change the number on the Committee from 15 to 16.

Paul Wotman questioned whether several other applicants could be added as well as the 4 chosen by the Committee. Commissioner Lyon commented that there are no set rules in terms of size, but that it had been felt that 15 was a manageable number. Carmen Vazquez stated that the number of people had not only been of concern to the Selection Committee but they had also determined where individuals would best fit in to serve the community. It was felt that several of those who had applied would best serve the community on other HRC committees if they would be willing to do so. Lester Olmstead-Rose added that all on the Selection Committee were comfortable with the 4 they recommended as being a good balance to the present Committee.

After some further discussion, the committee *****m/s/c approved the recommendations by the Selection Committee.

5). Stanford University's Policy Regarding Recruiters who are Lesbian/Gay Discriminators.

In response to a Memorandum from the Dean of Stanford Law School stating that the school would allow employers who discriminate on the basis of sexual orientation to recruit at Stanford, a letter was drafted to be sent to Dean Ely protesting such a policy.

Eileen Gillis stated that the Dean has been receiving pressure from gay law and business students to change this policy. The Dean is now negotiating with the students who feel they can get him to bar recruiters who discriminate in the future and institute a university-wide sexual orientation non-discrimination policy.

Paul Wotman stated that Stanford law school's present policy may be a violation of California law, and not simply San Francisco law, as had been stated in the letter. He also said that there are colleges and law schools in San Francisco who allow the CIA to recruit there. Lester Olmstead-Rose suggested that a copy of the letter be sent to Donald Kennedy, president of Stanford, with a line included asking him why Stanford does not have a nondiscrimination policy. Norm Nickens added that a copy should also be sent to James Tipton who is involved with the Bar accreditation process.

It was *****m/s/c approve the draft letter to Dean Ely with copies to James Tipton, and Donald Kennedy, with the suggested amendments.

6). Proposed AIDS Discrimination Ordinance: Content and disposition Dana Van Gorder of Supervisor Britt's office.

Dana Van Gorder of Supervisor Britt's office attended the meeting to give an update on the content and disposition of the ordinance prohibiting discrimination on the basis of AIDS. He stated that the principle points of the ordinance are:

1). It prohibits discrimination more widely than Article 33, expressly covering education, as well as medical and dental services.

2). Its definition of AIDS covers all those who have the disease, as well as those who are assumed to have it, and those who are at risk.

3). The enforcement language in it is strong. Those violating the ordinance may be found guilty of a misdemeanor and can sue to for punitive and actual damages and go to HRC administrative remedies.

Mr. Van Gorder stated that the Board of Supervisors is likely to pass the ordinance, but that Supervisor Britt's office has had no word from the Mayor's office yet. He stated further that the City Attorney may have two problems with the Ordinance. The first is that it may be preempted by state law prohibiting medical condition discrimination. This law, however, is generally not enforced. Secondly, the City Attorney may feel that enforcement of the Ordinance will be a problem.

A resolution will be attached for monies for an HRC staffperson and AIDS discrimination educational materials.

Mr. Van Gorder then opened his presentation to discussion. Paul Wotman began with a question as to why insurance was not covered in the Ordinance. Mr. Van Gorder responded that insurance is generally regulated at the state level, but that language including insurance would be considered. Mr. Wotman also had concerns that Section (b) Exceptions, under Section 3802, Unlawful Practices, was too broad. Jackie Winnow pointed out that exceptions such as bona fide occupational qualifications are always present in discrimination ordinances and that the burden of proof is on the employer. Norm Nickens added that although he thought the language broad, if this section was not included, the court would be free to read in whatever language it wished.

Several other suggestions for change were discussed and Dana Van Gorder agreed to take all of L/GAC's suggestions under consideration.

Jackie Winnow asked what the L/GAC could do to assist in the ordinance's passage. Dana replied that help was needed in meeting with various supervisors. It was also suggested that HRC endorse the legislation. Finally, Mr. Van Gorder added that public hearings will be held on September 26th, and people are needed to testify.

7). Committee Member Reports

Larry Brinkin reported that he lost his appeal in Brinkin v. Southern Pacific Transportation Company, and feels that the judge's decision was not as many have commented, a positive one because it supported gay marriages. It was instead [REDACTED]

8). New Business

Eileen Gillis requested a letter from L/GAC in support of the Community group that is meeting with Kaiser in an effort to form an AIDS Task Force. It was

****m/s/c to send such a letter.

Jackie Winnow reported that Tom Horan, of Black and White Men Together, had brought to her attention the issue of alleged discrimination on Ward 86. Mr. Horan stated that a letter had been sent to Dr. Volberding on August 26th, about the issue, and no response was received. There was not sufficient time to discuss the issue at this meeting; however, Norm Nickens suggested that in the interim the L/GAC should send a letter to Dr. Volberding asking for his response to the earlier letter. Commissioner Lyon added that BWMT should send a copy of the BWMT letter to Commissioner [REDACTED] Mr. Jim Foster on the Health Commission.

9). Announcements

Jackie Winnow announced that there will be a benefit for CUAV on September 20.

10). Calendar Matters

The next scheduled L/GAC meeting is October 15, 1985, 5:30 PM at the State Building, 350 McAllister Street, Room 1200.

11). The meeting was adjourned at 7:30 PM.



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LESBIAN/GAY ADVISORY COMMITTEE

MEETING

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OCT 7 1985

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* * * * *
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* Date: October 15, 1985 *
*
* Time: 5:30 to 7:30 p.m. *
*
* Place: State Building *
* 350 McAllister Street *
* Room 1200 *
* San Francisco *
*
* * * * *

AGENDA

1. Adoption of the Minutes of September 17, 1985
2. Commissioner/Staff Reports (10 Min)
3. New Member Welcome and Introductions All Around (15 Min)
4. AIDS and Insurance: A Preliminary Report -- Sue Steiner (30 Min)
5. Report on Office of Citizens Complaints' Meeting with the Lesbian/Gay community -- Carmen Vazquez (10 Min)
6. Old Business (15 Min)
 - AIDS ordinance update
 - other matters
7. New Business (15 Min)
 - Plan L/GAC get-together
 - other matters
8. Announcements
9. Calendar Matters
10. Adjournment

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

NOTE: L/GAC meetings are open to the public and public discussion may be heard at the discretion of Chair. Suite 501, 1095 Market Street San Francisco 94103

LESBIAN/GAY ADVISORY COMMITTEE

MINUTES OF

TUESDAY, OCTOBER 15, 1985

 * NEXT MEETING *
 * * * * *
 * Date: Tuesday, November 19, 1985 *
 * Time: 5:30 P.M. - 7:30 P.M. *
 * Place: State Building *
 * 350 McAllister Street, Room 1200 *
 * San Francisco, California 94102 *
 * * * * *

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Committee Members Present: Larry Brinkin, Sheila Coughlin, Jerry Dunbar, Christopher Grubbs, Tony Henry, Ruth Hughes, Marty Kashuba, Phyllis Lyon, Norman Nickens, Lester Olmstead-Rose, Marcy Rein, and Darrell Yee.

Committee Members Absent: Sal Rosselli (excused) Carmen Vazquez (excused), and Paul Wotman (excused)

Guests: Chris Bowman.

Staff: Eileen Gillis, Gail Roberts, Sue Steiner (intern), Dan Turner (intern).

The meeting was called to order by Commissioner Lyon at 5:35 P.M.

1. Adoption of the Minutes of September 17, 1985

M/S/C Minutes adopted with the following correction: on page 3, number 7, the last sentence should be changed to, "(I)t was instead an anti-gay decision."

2. Commission/Staff Report

- Commissioner Lyon reported that the School Board is being encouraged by the Gay/Lesbian Youth Advocacy Council, to consider policy concerning Lesbian/Gay students and staff. This will include implementing the book "Demystifying Homosexuality", as well material about AIDS as a part of the high school teaching curriculum. On November 19th, Acting Superintendent Cornejo will return to the Board with his plan dealing with gay drop-outs, harassment of gay students, inclusion of gay lifestyle information in the curriculum, providing counseling services for gay students and how the school district should inform students and staff about AIDS.
- Staffperson Eileen Gillis began by welcoming the new L/GAC members Sheila Coughlin, Tony Henry and Darrell Yee and having introductions. She then requested that one Commissioner and one Committee member agree to meet with Tim Wolfred of the AIDS Foundation with Jackie Winnow when she returns to discuss hiring issues and affirmative action and Commissioner Lyon, and Committee members Chris Grubbs, and Ruth Hughes, volunteered; that Stanely Lim, Contract Compliance Coordinator at the HRC passed away this weekend and will be sorely missed; that the FY 84-85 complaint report will be out soon, showing that the complaint load stayed stable at 114 cases received and the monetary remedies gained by complainants increased 240% from \$6,000 to \$16,500 this year; other indicators of success will be reported in more detail shortly; and that they were unable to present the AIDS discrimination ordinance to the HRC because the final copy was not back from the City Attorney's Office, but should be back by the middle of this week, and heard before the Human Services Committee on the October 24th at 2:00 P.M.

3. AIDS and Insurance: A Preliminary Report

Intern Sue Steiner presented a preliminary report on her research into AIDS and insurance. She stated that insurance is regulated by each individual state, and that change is best made at the State Level. Within the California Insurance Code discrimination is prohibited on the basis of gender and marital status, but not sexual orientation.

Sue also stated that at this point the insurance industry would like to require all "high risk" applicants to take the HTLV-III antibody test, and require that those who test positive be uninsurable. However, before this can be done in California, the insurance industry will have to get AB 403, which protects the confidentiality of antibody tests results, repealed. In addition to this the industry is also considering one or more of the following options:

- 1) The writing of exclusionary clauses into new policies stating that benefits will not be paid to claims generated due to complications from AIDS.
- 2) Men who appear to be promiscuous on the basis of their medical records be excluded from coverage.
- 3) Individuals living in high risk areas be excluded (known as redlining), and
- 4) Conducting "lifestyle screening" to attempt to determine which applicants are in the "high risk" groups.

In the discussion that followed it was questioned how much the L/GAC or HRC could do in the area of discrimination and insurance because any law dealing with insurance will be pre-empted by the state. Suggestions were made to investigate the privacy clause of the State Constitution, as it relates to insurance, attempt to strengthen AB 403 to close any possible loopholes, and to contact the General Counsel's Office of the State Insurance Commission to find out how they intend to pursue the issue of AIDS and insurance.

4. New Business

Chris Bowman, Aide to Senator Milton Marks, gave out two articles on Paul Cameron, an anti-gay psychologist, who has been hired by Rep. William Dannemeyer as an adviser on AIDS. Cameron is using the AIDS crisis to further his anti-gay mission. Mr. Bowman pointed out that as additional money is devoted to dealing with AIDS, more scrutiny will be given to the gay lifestyle.

Ruth Hughes brought to the attention of the Committee the matter of Nancy Shaw, who contends she was a victim of sex and anti-gay discrimination when she was denied tenure at U.C. Santa Cruz. Ms. Shaw is in the process of a court battle to enforce an EEOC judgement that she had been illegally denied tenure. It was agreed to see if Ms. Shaw would speak to L/GAC about her ongoing fight with U.C. Santa Cruz.

It was brought up that a precedent has been set in several California cities to exclude children who have AIDS from attending school. It was agreed that the L/GAC should go on record that this is not a policy they support.

Darrell Yee generously offered his home for the L/GAC get-together which will be a pot luck on Friday, November 22nd at 7:00 P.M.

5. Calendar Matters

The next scheduled L/GAC meeting is October 15, 1985, 5:30 P.M. at the State Building, 350 McAllister Street, Room 1200.

6. The meeting was adjourned at 6:40 P.M.

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11/19/85

LESBIAN/GAY ADVISORY COMMITTEEMEETING

Date: November 19, 1985

Time: 5:30 to 7:30 p.m.

Place: State Building
350 McAllister Street
Room 1200
San Francisco

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AGENDA

1. Adoption of the Minutes of October 15, 1985
2. Commissioner/Staff Reports (10 Min)
3. 1984-1985 Annual Sexual Orientation Discrimination Report - (30 Min)
Eileen Gillis
4. AIDS and Insurance Report Update - Sue Steiner (10 Min)
5. AIDS Public Hearing Update - Staff/Interns (15 Min)
6. Old Business (10 Min)
7. New Business (10 Min)
8. Committee Members' Reports (10 Min)
9. Announcements
10. Calendar Matters
11. Adjournment

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.Note: L/GAC meetings are open to the public and public discussion may be heard
at the discretion of the Chair.

JW

11/8/85

LESBIAN/GAY ADVISORY COMMITTEE

MINUTES OF

TUESDAY, NOVEMBER 19, 1985

* NEXT MEETING *

* Date: Tuesday, December 17, 1985 *

* Time: 5:30 - 7:30 P.M. *

* Place: State Building
350 McAllister Street, Room 1200
* San Francisco, California 94102 *

Committee Members Present: Larry Brinkin, Sheila Coughlin, Jerry Dunbar, Christopher Grubbs, Marty Kashuba, Phyllis Lyon, Lester Olmstead-Rose, Marcy Rein and Darrell Yee.Committee Members Absent: Tony Henry, Ruth Hughes (excused) Norm Nickens (excused), Sal Rosselli, Carmen Vazquez (excused) and Paul Wotman.Guests: Larry Burnett and Jeremy LandauStaff: Eileen Gillis, Gail Roberts, Sue Steiner (intern), Dan Turner (intern) and Jackie Winnow

The meeting was called to order by Commissioner Lyon at 5:35 P.M.

1. Adoption of the minutes of October 15, 1985
M/S/C Minutes adopted with the following correction: on page one, in staffperson Eileen Gillis' report, 2nd line add Marcy Rein.
2. Commission/Staff Report
 - Commissioner Lyon reported that the Board of Education is taking up a plan of action that was presented by acting Superintendent of Schools Cornejo, to address the concerns of the Lesbian/Gay Community; that the Board of Supervisors unanimously passed Article 38, the AIDS anti-discrimination Ordinance, and the Mayor has indicated that she will sign it; that on Friday, November 22, at 9:00 A.M. on Channel 7, A.M. San Francisco's guests will be Paul Cameron, an ex-gay man and an ex-lesbian and Steve Moran, a Gay psychologist.
 - Staffperson Jackie Winnow reported that a resolution for funding of the staff position to work on AIDS discrimination has been introduced by Supervisors Harry Britt and Nancy Walker and will probably be heard by the finance committee, (later it was changed to the Human Services Committee). This resolution is extremely important as without it Article 38 becomes a piece of paper legislation with no hope of substantive and expeditious amelioration of AIDS based discrimination. The L/GAC potluck will be at Darrell Yee's apartment on Friday, November 22 at 7:00 P.M.; that Stanford University Law School has changed its policy that allowed firms that discriminated on the basis of sexual orientation to recruit on campus; that Commissioner Lyon, staffperson Jackie Winnow, and Committee members Ruth Hughes and Chris Grubbs met with Tim Wolfred, the new Executive Director of the AIDS Foundation to

discuss what is happening at the Commission and the Foundation, and maintain open communication. The AIDS Foundation has hired Ernesto Hinojos as a third world outreach worker, and he will be invited to speak at the next L/GAC meeting; that Steve Hermann has been added to the Youth and Education Committee; that intern Sue Steiner has put together an AIDS legal referral list which will be distributed widely; that L/GAC will put together goals and priorities for 1985-86; and that Nancy Shaw has been invited to speak at the next L/GAC meeting representing her defense committee.

3. 1984-1985 Annual Sexual Orientation Discrimination Report

Staffperson Eileen Gillis discussed the 1984-1985 Annual Sexual Orientation Discrimination Report, which noted that there were 114 complaints of sexual orientation discrimination in FY '84-85. A positive trend was seen toward greater success in resolving these complaints, with \$16,500 being received by complainants this year in settlement offers, as opposed to \$6,000 gained in FY83-84, as well as a number of employees being returned to their jobs and others receiving fair opportunities for proportion. An alarming increase in reports of discrimination related to AIDS was also noted.

Ms. Gillis used case examples to illustrate the lengthy and complicated process involved in investigating sexual orientation discrimination complaints. This means that to maintain a responsible level of services, an increase in staffing must occur to address the increase in the complaint load seen as a result of AIDS. Additional complaints may also be expected with the passage of the AIDS discrimination ordinance.

In the discussion that followed, it was brought up that due to understaffing at this time, complainants have to wait at least 3 months for their case to be dealt with, and that there is a waiting list in the L/G Unit.

Marty Kashuba objected to the use of the word "fair" in the report, for describing the offer made by a local counseling group to compensate women it was no longer serving.

It was M/S/C to approve the report with the word "fair" removed from page 3, paragraph 4. It was agreed that Ms. Gillis should be commended for the excellent report.

4. AIDS and Insurance Report Update

Intern Sue Steiner reported on a conversation with Peter Groom of the State Insurance General Counsel's office. Mr. Groom confirmed that state law pre-empts all city issues regarding insurance, and that to his knowledge, no local government has successfully imposed an insurance requirement. He also stated that only companies with insurance or indemnity in their names, plus Blue Cross and several others, are regulated by the State department of insurance. Others, such as the various HMO's and Blue Shield are federally regulated, while still other companies are self-insured and thus not regulated by the state or the federal government. Thus, affecting change in the industry is often difficult.

Ms. Steiner recommended that L/GAC monitor the AIDS and insurance situation, and support legislation at the state level. Jackie Winnow reported a conversation she had with Ben Schatz of the National Gay Rights advocate during which a national drive to have city's divest money from discriminatory insurers.

5. AIDS Public Hearings Update - Staff/Interns

Jackie Winnow reported on the work she, Sue Steiner, and Dan Turner had done thus far in planning the HRC's AIDS public hearings. The goals and purposes were handed out and approved. The hearings will be held on two evenings: the first evening will cover the areas of employment, public accommodations, corrections, and insurance; and the second evening will include housing, medical services, education, and children's rights, blood testing and confidentiality. Sue Steiner reserved space at the State Building on February 4, 5, 10, 11 and 12. At the December HRC meeting, Commissioners will decide on which two evenings to hold the hearings, depending on the ability of the Commissioners to have an eight person quorum. Sue and Dan have met with Barbara Boxer's office about their public hearings and will be meeting with several community groups to discuss their input and ideas.

Jackie informed the Committee that their assistance was needed to help organize the hearings. She explained that although the hearings are HRC sponsored, the L/GAC has a lot of say as to content, findings and recommendations, and the final report. An advisory committee was formed and Lester Olmstead-Rose, Jeremy Landau, Shiela Coughlin, Jerry Dunbar, and Norm Nickens volunteered to serve.

6. Old Business - None

7. New Business

Jeremy Landau, Director of the Pacific Center's AIDS Project, announced a job opening for a position that would include the assorted responsibilities of third world outreach with AIDS information, media expertise, and data entry. Jeremy mentioned that the Center has filed a lawsuit regarding AIDS housing discrimination under the Unruh Act because they were denied office space. Jeremy announced that 4.2 million allocated for AIDS by the Governor on July 1st has not been spent due to delays in approving contracts. Some contracts will take a minimum of six months to be processed, during which time many people with AIDS will die and some operations such as the Hemophilia Foundation will not be able to continue and be forced to shut down; and that by the time the State does give out the money, they will take back the money not spent on time.

Jeremy praised the importance of having a State AIDS Advisory Board and said that it was wonderful to have a central place to raise issues and that they are preparing good recommendations.

8. Committee Member Reports - None

9. Announcements

Larry Brinkin recommended that the L/GAC pass a resolution supporting the AIDS Vigil people. It was * * * M/S/C to prepare a resolution for HRC approval, except that if the vigil ended by the next HRC meeting of December 12th, the resolution would be void. The resolution should include a demand that the Federal Government spend one hour of a Federal working day on AIDS, or \$500 million in the next fiscal year. Regardless of whether the vigil ends before the next HRC meeting, L/GAC would still like to be on record as supporting the vigil positions.

The closing of the bathhouses reported in the Chronicle and in the Examiner was mentioned, as well as the attempt to close sex hotels in New York and repercussions here. Representative Dannemeyer was pointed out to have said that no Federal money should be given to cities that refused to shut down gay bathhouses.

Larry Brinkin recommended that people visiting L/GAC meetings should be introduced at the L/GAC meetings in the future.

10. Calendar matters

The next meeting will be held on December 17th at 5:30 P.M. in Room 1200, State Building, 350 McAllister Street, San Francisco. Sue Steiner has booked the room through June of 1986 for the third Tuesday of each month at 5:30 P.M.

11. The meeting was adjourned at 7:05.

City and County of San Francisco



Human Rights Commission
Office of Contract Compliance
Office of Dispute Resolution

LESBIAN/GAY ADVISORY COMMITTEE

MEETING

Date: December 17, 1985

Time: 5:30 to 7:30 p.m.

Place: State Building, Room 1200
350 McAllister Street, S.F.

AGENDA

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1. Adoption of Minutes of November 19, 1985
2. Commissioner/Staff Reports (10 Min.)
3. Nancy Shaw Defense Committee - Nancy Shaw
Presentation and discussion of Professor Shaw's sex and
sexual orientation case against UC Santa Cruz in denial
of her tenure. (20 Min.)
4. Presentation and discussion of S.F. AIDS Foundation's Third
World Outreach Program - Ernesto Hinojo (20 Min.)
5. Report on recent L.A. Lesbian/Gay elected/appointed officials
conference - Marcy Rein (5 Min.)
6. Overview of HRC and L/GAC - Jackie Winnow (15 Min.)
7. Old Business (10 Min.)
8. New Business (10 Min.)
9. Committee Member Reports (10 Min.)
10. Announcements
11. Adjournment

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

Note: L/GAC meetings are open to the public and public discussion may be heard
at the discretion of the Chair.

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_____ has booked the room through June 01 1900 for the third Tuesday

Lesbian/Gay Advisory CommitteeMinutes of
December 17, 1985

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* Next Meeting

* Date: January 21, 1986

* Time: 5:30 - 7:30 P.M.

* Place: State Building, Room 1200

* 350 McAllister, S.F.

* * * * *

Committee Members Present: Larry Brinkin, Sheila Coughlin, Ruth Hughes, Marty Kashuba, Phyllis Lyon, Marcy Rein, Sal Rosselli, Carmen Vazquez, and Darrell Yee.

Committee Members Absent: Jerry Dunbar (excused), Christopher Grubbs (excused), Tony Henry (excused), Norm Nickens (excused), Lester Olmstead-Rose (excused), and Paul Hotman (excused).

Guests: Ernesto Hinojos and Nancy Shaw

Staff: Gail Roberts, Dan Turner (intern), and Jackie Winnow

The meeting was called to order by Commissioner Rosselli at 5:35 P.M.

1.) Adoption of the Minutes of November 19, 1985

* * * H/S/C minutes adopted with the following correction under announcements. Larry Brinkin wanted the resolution to support and commend the people in the vigil, as well as its demands.

2.) Commissioner/Staff Reports

Commissioner Lyon reported that the Britt and Walker resolution urging the Mayor to fund the HRC in order that it may carry out its administrative mandate under Article 38, the AIDS Discrimination Ordinance, had gone through the Board of Supervisors unanimously. Commissioner Rosselli apologized for his absences.

Jackie Winnow reported that the Lesbian/Gay Unit had been exceedingly busy working on procuring the AIDS position, the AIDS discrimination public hearings, and complaint handling and that these areas would be the Unit's major foci over the next few months. Jackie also reported on the Resolution discussed above and thanked everyone that had done so much. The Mayor is currently considering the resolution and L/GAC members agreed to contact her. Since people had queried her, Jackie briefly and unofficially summed up the requirements for the position as requiring someone who was AIDS and Lesbian/Gay sensitive, possessed of working knowledge of AIDS/ARC and the AIDS/ARC crisis, and experienced with discrimination complaint handling.

Jackie reported on the progress of the HRC's AIDS Discrimination public hearings scheduled for February 4 and 5 from 5:30 - 8:30 P.M., State Building, Room 1194, 350 McAllister Street, San Francisco. The first evening will, respectively, consist of testimony in the areas of general analysis, employment, public accommodations, corrections, insurance, and the under-served populations, e.g. women, hemophiliacs, people with ARC, third world population, and drug abusers. The second evening will consist of, respectively, housing, medical and social services, research, education and children's rights, blood testing and confidentiality, and other areas not listed. Testifiers are needed in all areas. Publicity, outreach, and logistics were discussed. Sue Steiner and Dan Turner had done an excellent job in planning the hearings.

The AIDS public hearing advisory committee's next meeting is scheduled for 4.30 P.M. December 20th at HRC offices.

Jackie reported that HRC committees were appointing representatives to the AIDS Ad-hoc Committee and Ruth Hughes volunteered to represent L/GAC. In addition, L/GAC wants an AIDS/ARC educational like the other committees. Ruth Hughes recommended Marsha Quackenbush for the educational.

3.) Nancy Shaw Defense Committee - Nancy Shaw

Nancy Shaw, a faculty member at UC Santa Cruz's Community Studies and Multi-ethnic College was denied tenure by the Chancellor. Although she received favorable recommendations from her college, department, nationally prominent scholars and the University's own tenure Committees, Chancellor Sinsheimer, a biologist, 'contended that her work was not scholarly.' Dr. Shaw grieved her case in front of UCSC's Committee for Privilege and Tenure in 1983 and the Committee ruled 6-0 that the Chancellor had violated Dr. Shaw's rights. In 1984, the U.S. Equal Employment Opportunity Commission found "reasonable cause to believe that sex discrimination was a factor in Shaw's denial of tenure." The case is now preparing for court and raises the following legal issues: breach of contract, wrongful discharge (based on free speech and/or sexual orientation), defamation, sex discrimination (under Title VII and California Fair Employment and Housing Act). Nancy Shaw reported that she was the only out Lesbian at UC Santa Cruz who was in a tenure track position and that Chancellor Sinsheimer "contended her work was not scholarly" due to her being a progressive social scientist.

The Suit requests reinstatement, tenure, promotion, attorney's fees, costs punitive damages, and additional reimbursement for personal damages and expenses.

Nancy Shaw requested the following from L/GAC:

1) Mailing lists for informational mailings. * * * M/S/C to supply the Defense Committee with the mailing lists as they are public documents (except for the individual community member list, which is always kept confidential).

2) To provide sex discrimination technical assistance.

Due to the nature of her case, we recommended that she seek out the services of the Equal Rights Advocates as their expertise exceeds ours and is more pertinent.

3) That L/GAC and HRC endorse her suit, agree to be a supporting agency, and consider sponsoring a fundraising event. We informed Dr. Shaw that due to the impartial manner of the HRC, we could not take any action before meeting with a representative from UCSC, the respondent in the case. Only after hearing both sides could we then make a recommendation to the HRC.

* * * M/S/C to invite a representative of UC Santa Cruz to present their case at the next L/GAC meeting.

4) Presentation and Discussion of S.F. AIDS Foundation's Third World Outreach Program - Ernesto Hinojos

Ernesto Hinojos, the newly hired program developer for Third World outreach at the S.F. Foundation, presented detailed and comprehensive plans to L/GAC.

We reported statistics showing a greater comparable percentage of Black, Latino, and Asian cases of AIDS nationwide than white cases during the same time period which dispels the notion that AIDS only effects white people and shows that AIDS information and education has been inadequate among ethnic groups.

By using a social area chart, he determined which sections of San Francisco to earmark for a heavy ad campaign on MUNI transit and billboards on AIDS information and education, so that the ethnic population can be reached. He said that public service announcements on television and radio would also be a good way to reach the various target populations.

He recommended that AIDS information be included along with CA and SSI checks. He wants to advertise AIDS information in all ethnic newspapers. All bars catering to ethnic minorities should be stocked with pamphlets and brochures in the appropriate language. He would try to reach individuals through tenants organizations.

Ernesto pointed out that in order for the campaign to be successful, the AIDS Foundation must integrally figure Third World concerns into all of its plans and programs. Currently, Mr. Hinojos has begun focus groups to bring people together to discuss AIDS.

The Third World outreach plans had yet to be presented to the Board of Directors of the Foundation, but would be shortly.

* * * H/S/C to send a letter to Dr. Tim Wolfred, Executive Director of the S.F. AIDS Foundation, commending Ernesto Hinojos' fine work, the plan itself, and recommending that the Board review and adopt the plan as soon as possible and consider adequate funding with which to carry it out.

5) Report on recent L.A. Lesbian/Gay elected/appointed officials Conference - Marcy Rein

Marcy briefly reported on the conference she covered as a journalist. The conference was the first of its kind and brought together about 150 Lesbian/Gay elected/appointed representatives from all over the country to talk about the importance of openly Lesbian/Gay people running for office, not depending on liberals to carry the Gay agenda, accountability to community, developing a unity statement, the need for more Third World Lesbian/Gay visibility, and educational workshops dealing with the nuts and bolts of electoral politics. This conference will be an ongoing, annual event.

6) Overview of HRC and L/GAC - Jackie Minnow

For new members, Jackie described the function, role and policies of HRC, L/GAC and staff and the various laws HRC, functions under.

Members requested that in order to review its personnel policies, staff report on members' attendance for 1985.

7) Old Business - None

8) New Business - None

9) Committee Member Reports - None

10) Announcements - None

11) Calendar Announcements

The next L/GAC meeting is scheduled for January 21, 1986 at 5:30 P.M., State Building, Room 1200, 350 McAllister Street, San Francisco.

HRC's AIDS Discrimination Public Hearings will be held on February 4 and 5, 5:30-8:30 P.M. State Building, 350 McAllister, Room 1124, San Francisco.

12) Adjournment

The meeting was adjourned by Commissioner Rosselli at 7:30 P.M.



City and County of San Francisco



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1/21/86

Human Rights Commission
Office of Contract Compliance
Office of Dispute Resolution

LESBIAN/GAY ADVISORY COMMITTEE
MEETING

DOCUMENTS DEPT.

JAN 22 1986

SAN FRANCISCO
PUBLIC LIBRARY

Date: January 21, 1986
Time: 5:30 p.m.
Place: State Building, Room 1200
350 McAllister St., San Francisco

AGENDA

1. Approval of Minutes of December 17, 1985 (3 min.)
2. Commissioner and Staff Reports (10 min.)
3. AIDS/ARC Public Hearings (60 min.)
4. L.A. Gay Men's Chorus (10 min.)
5. Old/New Business (10 min.)
6. Announcements (5 min.)
7. Calendar Matters (2 min.)

L/GAC members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901

Note: L/GAC general meetings are open to the public. Public comment may be heard at the discretion of the Chair

JW:ss

City and County of San Francisco

Human Rights Commission

Office of Contract Compliance

Office of Dispute Resolution



January 9, 1986

Re: AIDS/ARC DISCRIMINATION PUBLIC
HEARINGS

Dear Representative:

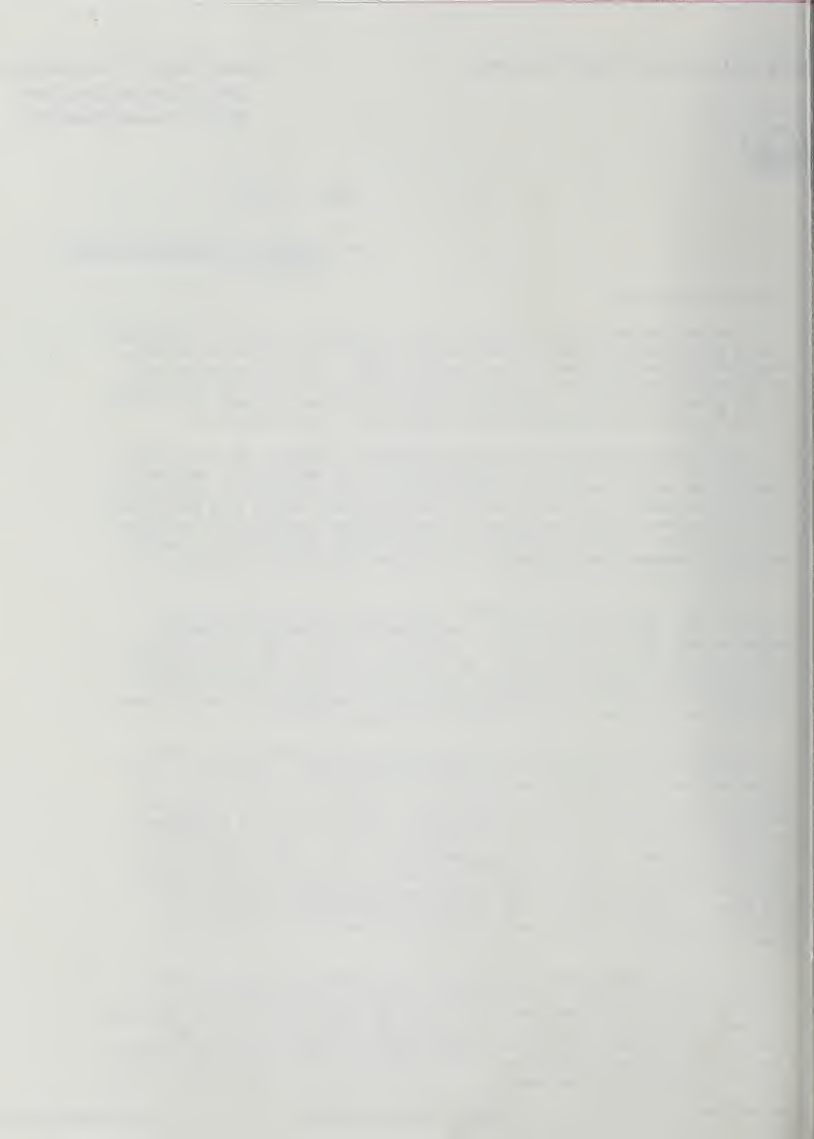
You are invited to participate in public hearings on AIDS/ARC (Acquired Immune Deficiency Syndrome/AIDS Related Complex) discrimination sponsored by the Human Rights Commission of San Francisco (HRC). The HRC mandated AIDS as one of its top five priorities, and called for public hearings in response to the alarming increase in AIDS/ARC related discrimination complaints received by the HRC and by other agencies and organizations in San Francisco.

The level and scope of discrimination based on AIDS has yet to be given a voice with which to address its many aspects. The hearings are designed to ascertain the extent and focus of AIDS/ARC based discrimination in order to determine the needs of persons, as well as institutions, facing such discrimination and recommend the establishment of ameliorative remedies. The hearings will also serve to educate the public about AIDS/ARC discrimination, and promulgate recommendations for legislation, program development, funding and staffing to combat the problems.

The hearings will take testimony from groups, public officials and agencies, and individuals who have experienced discrimination, as well as organizations and individuals who are working in the area of, or have knowledge of, AIDS/ARC discrimination. We also hope to hear from businesses that set up effective employee procedures dealing with the AIDS crisis, as well as members of frequently overlooked populations, including third world, women, seniors, youth and persons with AIDS Related Complex (ARC).

The hearings will be held on February 4th and 5th, from 5:30 to 8:30 pm in Room 1194 in the State Building (wheelchair accessible through the Larkin Street entrance), 350 McAllister Street, Civic Center, San Francisco. The first hearing will begin with testimony that gives an overview of AIDS/ARC discrimination, and will cover, respectively, discrimination in employment, public accommodation, corrections, insurance, and under served populations, i.e. ARC's, women, third world, and hemophiliacs. The second hearing will cover, respectively, housing, medical and social services, research, education and children's rights, blood testing and confidentiality, as well as all areas not listed above. Sign language interpretation and child care will be provided. For child care please contact our office at least 48 hours in advance.

At the hearings, organizations will be given eight (8) minutes and individuals four (4) minutes for testimony. If you intend to testify, we invite you to submit your testimony in writing by January 24, if at all possible. This will allow the Commissioners time to review the testimony and prepare appropriate questions so that the greatest amount of benefit will be obtained from all the information gathered. If you cannot attend the hearings, written testimony alone will be welcome.



Re: AIDS/ARC DISCRIMINATION PUBLIC HEARINGS
Page 2

As you know, an increasing number of people are experiencing the devastating effects of AIDS discrimination. In myriad areas it is adding a tremendous hardship on people who are already coping with more than enough, as well as adversely affecting individuals without the disease merely because they are members of a high risk group. Only through our joint efforts can we help put an end to the horrors that this discrimination is causing. We desperately need your help. If you have experienced any form of AIDS based discrimination, or know something about the area that you would like to share, please testify at the appropriate hearing and/or submit written testimony. Also, please share this information with others who may have experienced discrimination and would be interested in testifying.

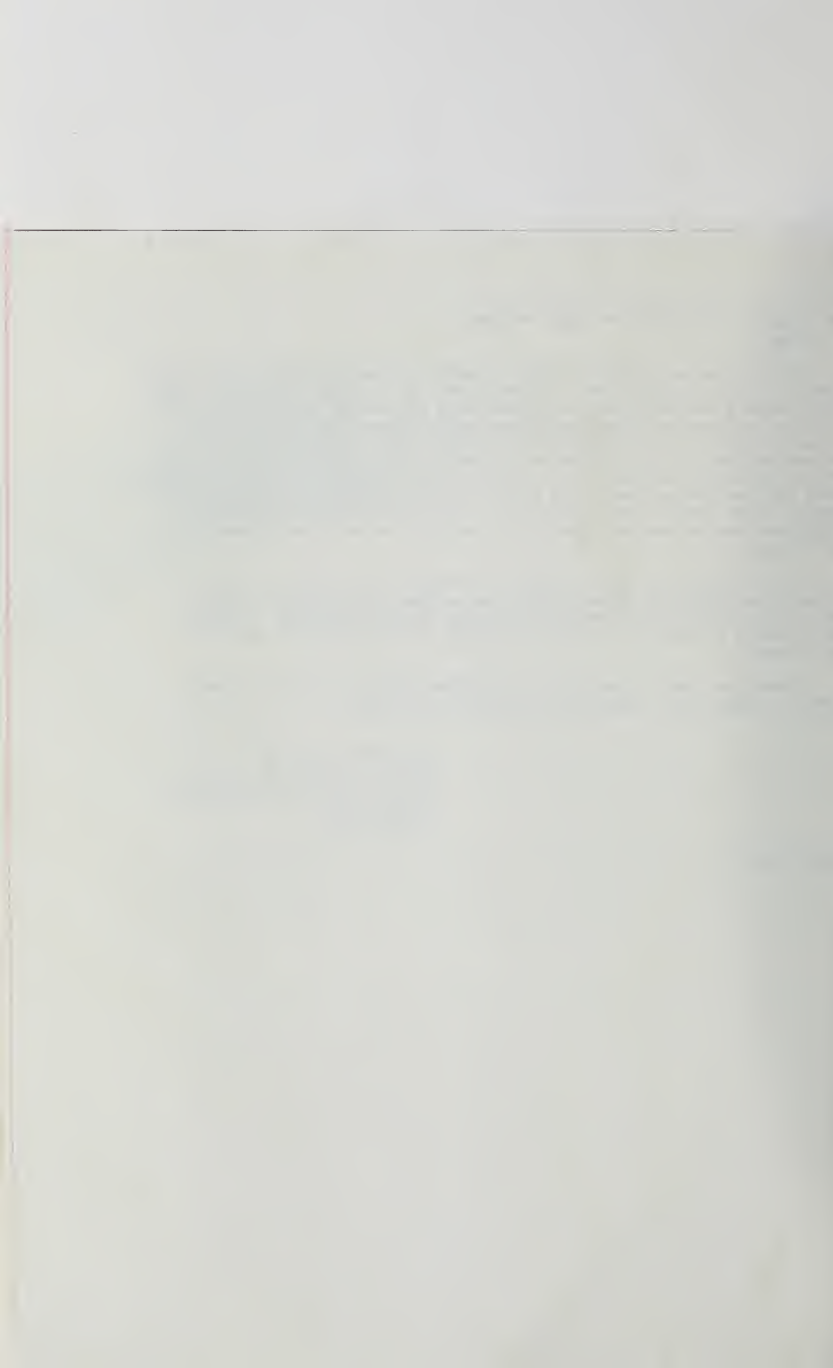
If at all possible, please contact Sue Steiner, Dan Turner, or Jackie Winnow at our office by January 24th to let us know of your intent to attend the hearings and make a statement and/or submit written testimony. Although this is not a prerequisite to your testifying, it will help us in planning the hearings.

Please feel free to contact us at the number above if you have any questions or suggestions. Thank you in advance for your help.

Sincerely,

Esta G. Soler (dtd)
Esta G. Soler
Chairperson

ESG:JW:SS:bclp



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LESBIAN/GAY ADVISORY COMMITTEE

MINUTES OF

JANUARY 21, 1986

* * * * * DOCUMENTS DEPT.
* NEXT MEETING * FEB 24 1986
* Date: February 18, 1986 * SAN FRANCISCO
* Time: 5:30 - 7:30 P.M. * PUBLIC LIBRARY
* Place: State Building, Room 1200 *
* 350 McAllister, S.F. *
* * * * *

Committee Members Present: Larry Brinkin, Sheila Coughlin, Jerry Dunbar, Christopher Grubbs, Tony Henry, Ruth Hughes, Marty Kashuba, Lester Olmstead-Rose, Marcy Rein, Sal Rosselli, Paul Wotman and Darryl Yee.

Committee Members Absent: Phyllis Lyon (excused), Norman Nickens (excused), and Carmen Vazquez

Guests: John Wetzel of the Sentinel

Staff: Ron Braithwaite (volunteer), Eileen Gillis, Gail Roberts, Sue Steiner (intern), Dan Turner (intern), and Jackie Winnov.

The meeting was called to order at 5:35 P.M. by Commissioner Rosselli.

1.) Adoption of the Minutes of December 17, 1985

* * * M/S/C Adopted as is.

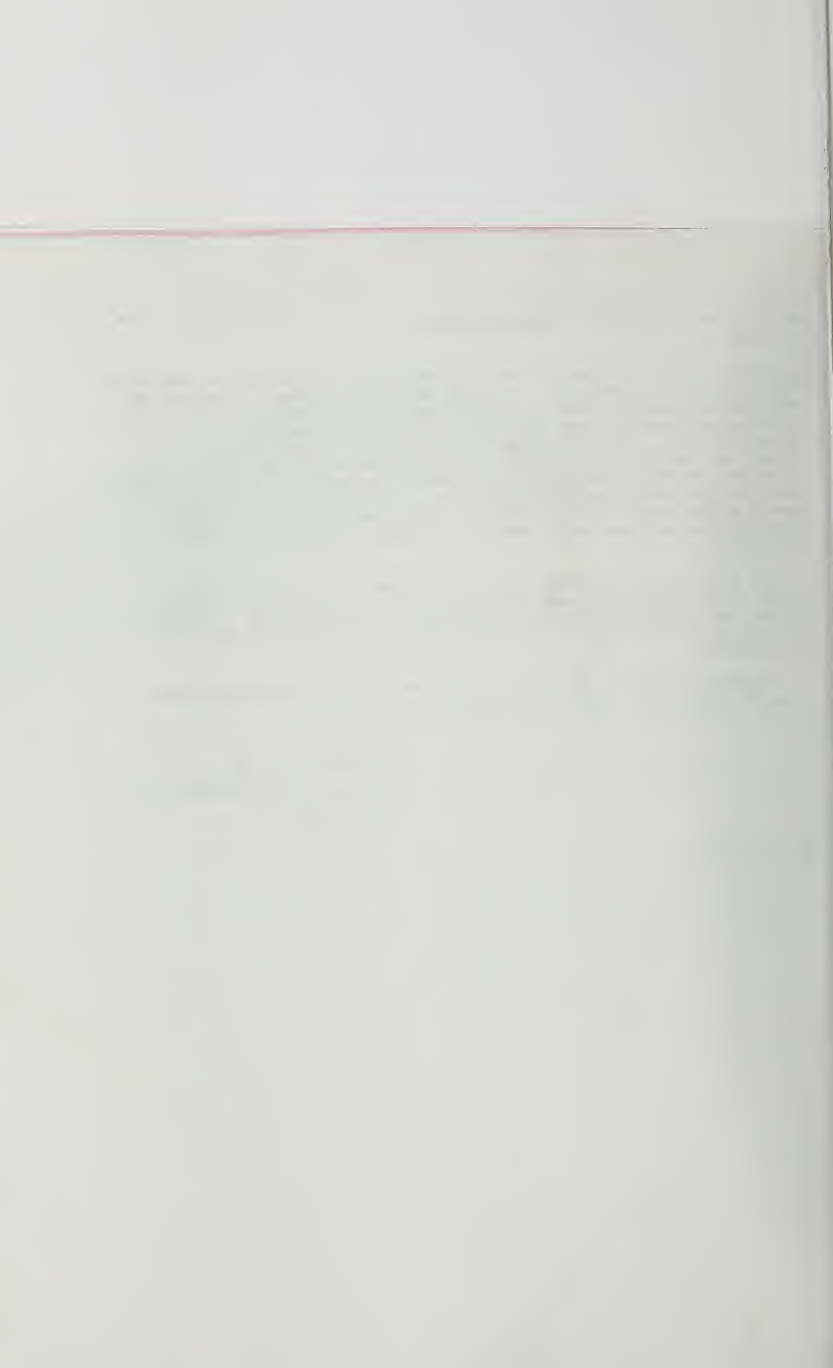
2.) Commissioner/Staff Reports

Commissioner Rosselli reported that he is no longer the President of the Alice E. Toklas Lesbian/Gay Democratic Club.

Jackie Winnov introduced Ron Braithwaite, a new volunteer who has been a tremendous help to the L/G Unit. Jackie reported that an AIDS Educational has been planned for the HRC on January 23rd. Dr. Bortnof will give a presentation, and there will be time for the Commissioners to ask questions. During that meeting, Eileen Gillis will also present her sexual orientation Discrimination Report and Jackie will discuss the AIDS Discrimination Public Hearings.

Jackie reported that she spoke at the Northern California Human Resources Council Dinner, and that the evening was both interesting and beneficial to people with AIDS as employers seemed to be genuinely interested in developing affirmative AIDS policies. Jackie also reported that after much hard work, the AIDS position has been officially approved for the rest of this year and for next year. The funding for the position will be coming from the Department of Public Health.

Eileen Gillis reported that she was misquoted in the Sunday Chronicle/Examiner. The paper reported that a decrease in AIDS related employment discrimination cases brought to the HRC indicates a general decrease in employment discrimination due to AIDS, which Eileen stated is not the case. This error will be corrected in a letter to the editor.



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LESBIAN/GAY ADVISORY COMMITTEE

MINUTES OF

JANUARY 21, 1986

* * * * *	DOCUMENTS DEPT.
* NEXT MEETING	* FEB 24 1986
* Date: February 18, 1986	* SAN FRANCISCO PUBLIC LIBRARY
* Time: 5:30 - 7:30 P.M.	*
* Place: State Building, Room 1200	*
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* * * * *	

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3.) AIDS/ARC PUBLIC HEARINGS

Jackie Winnow reported that 400-500 AIDS/ARC Public Hearing outreach letters have been sent to groups and individuals. PSA's, Calendar announcements, and press releases have also been sent out, and follow up calls are now being made. Flyers announcing the hearings were given to L/GAC members to post and hand out. Jackie also reported that the AIDS Foundation will pay half of the cost of Sign Language Interpretation, and that the assistance of L/GAC members and friends is needed on the evenings of the hearings in a variety of areas.

4.) L.A. Gay Men's Chorus

Jackie Winnow reviewed the Gay Men's Chorus of Los Angeles' (GMCCLA) case against the American Choral Directors Association (ACDA). The ACDA required that the chorus remove the word "Gay" from its title before performing at the Western Division conference in February. Jackie reported that she spoke with Chorus Executive Director, Laurie Shane, who stated that the chorus had already won the case out of court, but would still like a letter of support. It was M/G/C to send a letter of support to the ACDA Executive Committee to present to the National Committee.

5.) Old/New Business

Jackie Winnow reported that the first West Coast Conference on AIDS and Ethnic Issues is to be held in March, and is seeking financial support. Ruth Hughes suggested and it was agreed that interested L/GAC members would contribute money to raise a minimum of \$50 necessary for L/GAC to be an endorser of the conference.

Jackie also reported that a concerned community member had contacted her wanting to know what L/GAC is doing in regards to disabled representation on the committee. It was agreed upon that having a disabled person on L/GAC will greatly enhance the work on the committee.

In response to this, it was suggested that the committee be expanded by one, and intensive outreach be done in the disabled community for a disabled sensitive person. Another suggestion was made that instead, the next opening on the committee be reserved for a disabled person. After lengthy discussion, it was decided to table the issue until the February meeting, thus giving the staff and committee members time to develop a proposal on how to proceed on the issue.

Paul Motman brought to the attention of the committee the *Hardwick v. Fowers* Sodomy case which is to be heard before the U.S. Supreme Court. The case will determine if Sodomy statutes are constitutional, and its outcome will effect the gay community for many years to come. Paul encouraged L/GAC members to bring this case to the attention of public officials and the media.

6.) Announcements

Paul Motman announced that EALIF will be sponsoring a celebration of the repeal of the California Sodomy law on Thursday, January 30th, and that the Bay Area Non-Partisan Alliance will host Willie Brown speaking at the Hyatt Regency, in the Palm Court on the Lobby level on January 30th at 8:00 A.M.

7.) Calendar Matters

The next L/GAC meeting is scheduled for February 18, 1986 at 5:30 P.M., State Building, Room 1200, 350 McAllister, San Francisco.

8.) Adjournment

The meeting was adjourned by Commissioner Rosselli at 6:50 P.M.

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2/18/86LESBIAN/GAY ADVISORY COMMITTEEMEETING

Date: February 18, 1986

Time: 5:30 p.m.

Place: State Building, Room 1200
350 McAllister St., S.F.

AGENDA

1. Approval of Minutes of January 21, 1986
2. Commissioner and Staff Reports (10 Min)
3. AIDS/ARC Public Hearings: A Report (20 Min)
4. Military Study's Intent to Find AIDS Casually Contagious: (25 Min)
What can L/GAC do
5. Women's Health Consortium: An updated report by Pat Norman (20 Min)
(6:45 p.m.)
6. Old/New Business (10 Min)
7. Announcements (5 Min)
8. Calendar Matters
9. Adjournment

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow
at 558-4901.

Note: L/GAC general meetings are open to the public. Public comment may
be heard at the discretion of the Chair.

JW:jw

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LESBIAN/GAY ADVISORY COMMITTEE

MINUTES OF

FEBRUARY 18, 1986

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MAR 25 1986

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* NEXT MEETING *
* Date: March 18, 1986 *
* Time: 5:30 - 7:30 p. m. *
* Place: State Building, Room 1200 *
* 350 McAllister Street *
* San Francisco, CA 94103 *

Committee Members Present: Larry Brinkin, Sheila Coughlin, Christopher Grubbs, Tony Henry, Phyllis Lyon, Norman Nickens, Lester Olmstead-Rose, Marcy Rein, Sal Rosselli, Paul Wotman, and Darrell Yee.

Committee Members Absent: Jerry Dunbar (Excused), Ruth Hughes, Marty Kashuba (excused), and Carmen Vazquez (excused).

Guests: John Mehring, Nancy Millhouse (Pacific Presbyterian Medical), Pat Norman (Dept. of Public Health) and Elizabeth Pincus (Coming Up!)

Staff: Eileen Gillis, Gail Roberts, Sue Steiner (intern), Dan Turner (intern), and Jackie Winnow.

The meeting was called to order at 5:30 p.m. by Commissioner Lyon.

1.) Adoption of the Minutes of January 21, 1986

*** M/S/C adopted with the correction of the spelling of Darrell Yee.

2.) Commissioner/Staff Reports

Sal Rosselli reported that AIDS in the Workplace, a union sponsored program, is planning a seminar that will be available to all people in Northern California to teach about AIDS and what to do about discrimination. He announced that the State AIDS Advisory Committee is meeting in Sacramento the weekend of February 21-23 and will be discussing discrimination at convalescent hospitals.

Jackie Winnow announced that Esta Soler has been appointed HRC's new Chairperson and George Suncin, the new Vice Chair. The L/GAC will be sending letters of congratulations to them, as well as a letter expressing L/GAC's appreciation of past Chair Brenda Wade's tenure. Commissioner Soler also named the Chairs of HRC's standing committees. Dr. Bartnof will present an AIDS educational at the next Youth and Education Committee. Jackie announced the excused absences of several members, including Jerry Dunbar who is quite ill with a pinched nerve. The disability membership issue had not been prepared for this meeting, but will be for the next meeting. Job announcements regarding the AIDS staff position will be distributed as soon as all is cleared with civil service, which should be in approximately two weeks. Qualifications for the position include experience in AIDS discrimination work. HRC participated in the resource fair sponsored by the Northern California Grantmakers Association. Health Commissioner Jim Foster was kind enough to have us invited. A Gay People of Color meeting sponsored by the SF AIDS Foundation was announced. Carmen Vazquez's house warming was also announced.

3.) AIDS/ARC Public Hearings: A Report

Jackie explained what would happen now that the public hearings were over. After the transcribed material is reviewed and duplicated, members of the public hearing advisory committee (Esta Soler, Phyllis Lyon, Sal Rosselli, Jackie Winnow, Eileen Gillis, Ron Braithwaite, Sue Steiner, Dan Turner,

3.) Cont'd

Marcy Rein, Lester Olmstead-Rose, Jerry Dunbar, and Jeremy Landau, and a Person With AIDS and a Person With ARC) will meet to prepare the public hearings report, its findings and recommendations. During these preliminary stages, meetings with various agencies and officials effected by the recommendations will be made in order to facilitate agreement and compliance. When the report is completed, it will go to the HRC for approval and the committee will act diligently in ensuring the recommendations are seriously considered by those impacted.

The staff has given some preliminary consideration to recommendations, as follows: civil service needs to widely disseminate and educate departments regarding AIDS policy, the housing needs of both people with AIDS and ARC need to be seriously addressed, policy defined and instituted, legislation and funding need to be pursued on both the state and federal level, people with ARC need an expedition of funding and inclusion in AIDS serving agencies, City agencies must be encouraged to prosecute those who violate the AIDS discrimination ordinance, and new programs and outreach need to be developed for underserved populations.

Jackie thanked everyone for their help which was seconded by Commissioner Lyon, thanking staff, interns, and volunteers that helped. She also said that the media was still interested in the story, that the Examiner coverage was particularly good and that the Chronicle intended to attend the next meeting to hear the preliminary recommendation..

4.) Military Study's Intent to Find AIDS Casually Contagious: What can L/GAC do

Lengthy discussion and serious concern by Committee members and staff was voiced over the Military's intent to find AIDS Casually contagious, as was reported in the San Francisco Examiner on February 9th. The article stated that a memo by researchers called for "extreme" public health measures and identification of AIDS patients by a "Star of David Concept", and listed participating researchers as the AIMS Group, Scholars of the Hoover Institute at Stanford, SRI International, and the Institute for Cancer Research, which is housed at the Pacific Presbyterian Medical Center.

Nancy Millhouse, a spokeswoman for Pacific Presbyterian Medical Center attended the meeting to clarify PPM's involvement with this study. Ms. Millhouse informed the Committee that there was an inappropriate linkage between the hospital and the study. The hospital did not endorse, nor was it aware of the study. Through lengthy discussion Ms. Millhouse informed the Committee that the Institute for Cancer Research was only connected with Pacific Presbyterian as renters, and that one researcher, Dr. Thor spoke for the Institute inappropriately, and will be reprimanded internally.

Following numerous questions by Committee members, and continued scrutinizingly indepth discussion it was:

*** M/S/C that letters should be drafted for HRC approval and be sent as follows:

- 1.) A letter to Pacific Presbyterian Medical Center requesting that PPH and MRI refer the proposed AIMS Study to their bio-ethical/human experimentation committee for an advisory opinion and express our concern about the proposed study and request future guidelines to deal with this kind of situation.
- 2.) Letters to the various hospitals in San Francisco requesting what mechanisms they have in place to combat potentially similar incidents as the one just faced by PPMC in the case of AIDS and potential civil rights abuses.

The first part of the paper is devoted to a general consideration of the subject, and to a discussion of the various theories which have been advanced to explain the origin of the human race. The author then proceeds to a detailed examination of the evidence which has been collected in regard to the physical characteristics of the different races of man, and to a comparison of these characteristics with those of the various animals which are supposed to be their ancestors.

The second part of the paper is devoted to a consideration of the evidence which has been collected in regard to the mental characteristics of the different races of man, and to a comparison of these characteristics with those of the various animals which are supposed to be their ancestors. The author then proceeds to a detailed examination of the evidence which has been collected in regard to the social characteristics of the different races of man, and to a comparison of these characteristics with those of the various animals which are supposed to be their ancestors.

The third part of the paper is devoted to a consideration of the evidence which has been collected in regard to the language of the different races of man, and to a comparison of these characteristics with those of the various animals which are supposed to be their ancestors. The author then proceeds to a detailed examination of the evidence which has been collected in regard to the customs and traditions of the different races of man, and to a comparison of these characteristics with those of the various animals which are supposed to be their ancestors.

The fourth part of the paper is devoted to a consideration of the evidence which has been collected in regard to the art and science of the different races of man, and to a comparison of these characteristics with those of the various animals which are supposed to be their ancestors. The author then proceeds to a detailed examination of the evidence which has been collected in regard to the religion and philosophy of the different races of man, and to a comparison of these characteristics with those of the various animals which are supposed to be their ancestors.

The fifth part of the paper is devoted to a consideration of the evidence which has been collected in regard to the history of the different races of man, and to a comparison of these characteristics with those of the various animals which are supposed to be their ancestors. The author then proceeds to a detailed examination of the evidence which has been collected in regard to the future of the different races of man, and to a comparison of these characteristics with those of the various animals which are supposed to be their ancestors.

The sixth part of the paper is devoted to a consideration of the evidence which has been collected in regard to the present state of the different races of man, and to a comparison of these characteristics with those of the various animals which are supposed to be their ancestors. The author then proceeds to a detailed examination of the evidence which has been collected in regard to the future of the different races of man, and to a comparison of these characteristics with those of the various animals which are supposed to be their ancestors.

The seventh part of the paper is devoted to a consideration of the evidence which has been collected in regard to the present state of the different races of man, and to a comparison of these characteristics with those of the various animals which are supposed to be their ancestors. The author then proceeds to a detailed examination of the evidence which has been collected in regard to the future of the different races of man, and to a comparison of these characteristics with those of the various animals which are supposed to be their ancestors.

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The ninth part of the paper is devoted to a consideration of the evidence which has been collected in regard to the present state of the different races of man, and to a comparison of these characteristics with those of the various animals which are supposed to be their ancestors. The author then proceeds to a detailed examination of the evidence which has been collected in regard to the future of the different races of man, and to a comparison of these characteristics with those of the various animals which are supposed to be their ancestors.

- 3.) Letters to Senators Cranston and Wilson and Congresswomen Burton and Boxer urging them to seriously look into the \$40 Million expenditure and that Congress have the ability to approve it. If not appropriately being spent, request taking the money away to apply it elsewhere on AIDS. In the letter, ask to verify what the consideration of the Military is to this Study.
- 4.) A letter to the Defense Department to find out the status of the proposed Study, whether it is still being considered and to stop it if it is.

5.) Women's Health Consortium: An updated report by Pat Norman

Pat Norman, Coordinator of Lesbian/Gay Health Services at DPH, reported to the L/GAC about the progress of the women's health consortium began about 7 months ago after L/GAC's forum on Lesbian health-care needs. Pat reported that a Committee was formed to address the myriad health care needs of women and it was decided that what was needed was a women's health coordinator to do a needs assessment study and begin coordinating services and acting as a resource. The Council of Churches has agreed to act as fiscal agent, granting autonomy to the consortium committee. Several grants have been applied for and the Consortium is waiting to hear further.

It was *** M/S/C to:

- 1.) Send a follow-up letter to the Health Commission requesting information as to what they have done to meet the needs exposed at the forum held seven months ago and to urge them to support women's health care needs and support the proposal of the women's health care consortium. Copies should be sent to the attention of Dr. Werdeggar and Flo Stroud.
- 2.) Send letters to granting institutions in support of the proposal. Pat will supply Jackie with the appropriate names and addresses.

6.) Old Business/New Business

- a. AIDS/ARC Vigil Resolution (Prepared by Ron Braithwaite)

*** M/S/C approved unanimously. It will be presented at the next HRC meeting for approval. (Approved copy attached).

- b. Attendance

Attendance records for calendar year 1985 meticulously prepared by Ron Braithwaite were distributed. On the whole attendance was good, but those with excessive absences needed to consider the need for their presence at the meetings and make L/GAC a major priority. ***M/S/C that Larry Brinkin will be presented with a gold star as the only member with a 100% attendance for the entire year.

- c. John Mehring, with Local 250 and an employee at PPMC, talked with the Committee about PPMC's response to the proposed Military Study. He also talked about the needs of AIDS patients in various facilities in San Francisco and that many hospitals do not institute AIDS wards or bring AIDS to public attention due to the fear of losing clients, money, and support. It was suggested that John put his ideas and recommendations in writing for the public hearing report and submit that by March 1st.

7.) Announcements

None

8.) Calendar Matters

The next meeting will be held on March 18, 1986 from 5:30 - 7:30 in Room 1200 of the State Building.

9.) Adjournment

Commissioner Lyon adjourned the meeting at 7:44 p.m.

City and County of San Francisco



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Human Rights Commission

Office of Contract Compliance

Office of Dispute Resolution

LESBIAN/GAY ADVISORY COMMITTEE

*
* MEETING *
*
* Date: March 18, 1986 *
* Time: 5:30 - 7:30 p.m. *
* Place: State Building, Room 1200 *
* 350 McAllister Street *
* San Francisco, CA 94102 *

DOCUMENTS DEPT.

MAR 14 1986

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AGENDA

1. Approval of Minutes of February 18, 1986
2. Commissioner/Staff Reports (15 Min.)
3. L/GAC and Disability (20 Min.)
4. Nancy Shave v. UC Santa Cruz case (20 Min.)
5. AIDS/ARC Public hearings: update report (10 Min.)
6. Old/New Business (20 Min.)
7. Announcements (5 Min.)
8. Calendar Matters
9. Adjournment

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

Note: L/GAC general meetings are open to the public. Public comment may be heard at the discretion of the Chair.

JW:bct
3/5/86

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3/18/86

SF Human Rights
LEBIAN/GAY ADVISORY COMMITTEE
MINUTES OF
MARCH 13, 1986

DOCUMENTS DEPT.
APR 22 1986
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*
* Next Meeting *
* *
* Date: April 15, 1986 *
* Time: 5:30 - 7:30 p.m. *
* Place: State Building, Room 1200 *
* 350 McAllister Street *
* San Francisco, CA 94103 *

Committee Members Present: Larry Brinkin, Jerry Dunbar, Christopher Grubbs, Tony Henry, Marty Kashuba, Phyllis Lyon, Marcy Rein, Lester Olmstead-Rose, Carmen Vazquez, and Darrell Yee.

Committee Members Absent: Sheila Coughlin (excused), Ruth Hughes, Norm Mickens (excused), and Sal Rosselli (excused).

Guests: Chris Bowman (Milton Marks' Office)

Staff: Ron Braithwaite (Volunteer), Eileen Gillis, Gail Roberts, Sue Steiner (intern), Dan Turner (intern), and Jackie Winnow.

The meeting was called to order at 5:35 by Commissioner Lyon.

1.) Adoption of the Minutes of February 18, 1986

M/S/C Minutes approved with the following change:

On Page 2, 2nd paragraph, last line it should read underserved not undeserved.

2.) Commissioner/Staff Reports

Commissioner Lyon reported that the HRC approved the AIDS/ARC Vigil Resolution at their meeting on February 27, 1986. Larry Brinkin pointed out that the words "on AIDS and ARC" are included incorrectly in number 1 on the first page of the resolution.

Jackie Winnow announced that the HRC approved the sending of a letter to protest the U.S. Civil Rights Commission's refusal to accept AIDS discrimination cases. The AIDS and Ethnic Minorities Conference will begin Friday evening, April 25th, with registration and an opening session. The keynote speaker will be Assemblyman Willie Brown, and the Conference will last through midday on Sunday. Jackie announced that Paul Wotman resigned from L/GAC and will be joining the HRC Youth and Education Committee. The HRC received 27 applications for the new AIDS position, and of the many qualified people, five were chosen to be interviewed. The interviews will be conducted by Jackie Winnow, Eileen Gillis, Phyllis Lyon and Grant Mickins. Without being asked, the Bay Area Reporter ran the job announcement the day before the deadline for applications, which had the effect of frustrating many people. Jackie suggested that if L/GAC is to continue being active in the struggle with AIDS, they may want to consider joining various organizations that are doing AIDS work, so as to better facilitate communication. Jackie was approached by the Intergroup Clearinghouse to determine if L/GAC would be interested in co-sponsoring a project to combat misunderstandings about AIDS in many different communities in San Francisco. The Intergroup Clearinghouse is a broad-based group of community organizations and government agencies whose objective is to reduce intergroup tensions. L/GAC members unanimously supported the idea.

3.) L/GAC and Disability

Jackie presented the Committee with a proposed statement regarding disability that can be used for active outreach. Following a short discussion, Committee members made several changes and additions. Jackie explained that according to Chapter 12A of the San Francisco Administrative Code, L/GAC members must live in San Francisco. She stressed that for this recruitment effort to be successful, every L/GAC member must make a commitment to actively seek out people to be on the Committee. The Committee approved the statement and pledged their support for the recruitment effort.

4.) Nancy Shaw vs. UC Santa Cruz

Jackie Winnow reported that the parties representing UC Santa Cruz in the Nancy Shaw case had refused L/GAC's offer to speak to the Committee. They instead sent their response in letter form. Nancy Shaw had supplied additional information. It was M/S/C to send Nancy Shaw a letter in support of her suit with a copy going to the University's Counsel, David Birnbaum.

5.) Public Hearing Advisory Committee Update

The Public Hearing Advisory Committee, with the addition of Commissioner Lyon, Commissioner Soler, Commissioner Rosselli, person with AIDS, Bill Hartman and person with ARC Chuck Frutche, met to start developing the findings and recommendations from the AIDS/ARC discrimination Public Hearings. Quite a bit was accomplished at the meeting, and another was scheduled for April 3rd. Sue Steiner has written drafts of the first several chapters of the report, and is in the process of summarizing the testimony. Input on the report from Committee members is welcome.

6.) Report on the 7th Annual Lesbian/Gay Health Conference and 4th National AIDS Forum

Jackie Winnow, Eileen Gillis, and Dan Turner attended the 7th Annual Lesbian/Gay Health Conference and 4th National AIDS Forum in Washington D.C. Eileen reported that the Conference was extremely interesting from a national perspective, and offered an opportunity for numerous people working on AIDS in California to meet and discuss issues, which they don't often have time to do while at home. Eileen noted that she perceived that the California contingent was more progressive than people from the East Coast on issues such as outreach to third world people and women. The problems facing these populations was generally overlooked at the conference, as was their presence on most panels.

Jackie Winnow reported that the Conference developed a statement opposing mass HTLV-III testing, and spent time discussing a very dangerous bill that has been proposed in Colorado which would require reporting of all AIDS cases, contact tracing, forced/mandatory testing (cease and desist orders) and isolation and quarantine, all under the Department of Health which has great latitude in investigating suspected cases of AIDS. There is a fear that even if this bill is not passed in Colorado, that other states may adopt similar bills. Jackie told the Committee that People with AIDS have started a national organization, and that President Reagan is proposing to cut funding for AIDS by \$51 million, \$10 million of which is attributable to Gramm - Rudman. Waxman/Boxer are proposing \$390 million to AIDS while the Health Committee is proposing \$300 million. Support for the Boxer/Waxman proposal is very important.

Jackie reported that while in Washington they met with Stan Hadden Aide to Senator Roberti, and discussed the rapidly growing list of proposed AIDS legislation in California. Many of them are extremely dangerous. Several members pointed out that there is no Lesbian/Gay or AIDS lobbyist at the state level. The need for someone in this position, as well as the need for a HRC legislative analyst was stressed. Following a lengthy discussion on how best to deal with the new AIDS legislation, and an update and more in depth description of certain bills by Aide to Senator Marks, Chris Eorman, it was M/S/C to:

Lesbian/Gay Advisory Committee
Minutes of March 18, 1986
Page 3.

- 1) Contact the City's lobbyist to enquire how the HRC can impact on these pieces of legislation.
- 2) Write letters from L/GAC to members of crucial committees where bills are being sent, and to the bills' authors.
- 3) Have each L/GAC member contact five (5) people or organizations to write letters to members of the legislative and their Senators or representatives.
- 4) Testify before Committee hearings where appropriate.

7.) Old/New Business

Jackie told the Committee she had received a copy of a proposed pamphlet entitled "Can I Get AIDS from School," from Hunter Morey, who wanted L/GAC's endorsement of it. From a brief inspection of the brochure, the Committee found several problems, including the definition of AIDS. It was agreed that Commissioner Lyon would contact Mr. Morey with L/GAC's input.

Marty Kashuba announced that there is a proposal by the Fair Employment and Housing Commission to repeal the Church's exemption from the regulation that prohibits discrimination by employers. Hearings on the subject before the Commission have been scheduled in Los Angeles at 10:00 a.m. on April 10th, and in Oakland at 10:00 a.m. on June 13th. It was suggested that this is an area that would be best handled by the Social Issues/Police Liaison Committee and will be referred to them.

Dan Turner announced that the Chronicle recently refused to include in an obituary, the name of a lover of a person who had died of AIDS. Through phone calls to the Chronicle, Dan discovered that the decision as to who may be included in obituaries is arbitrary.

Commissioner Lyon announced a fund raiser for Mobilization Against AIDS on Thursday March 20th from 8:30 A.M. to 2 PM.

The meeting was adjourned at 7:12 P.M.

3.) L/GAC and Disability

Jackie presented the Committee with a proposed statement regarding disability that can be used for active outreach. Following a short discussion, Committee members made several changes and additions. Jackie explained that according to Chapter 12A of the San Francisco Administrative Code, L/GAC members must live in San Francisco. She stressed that for this recruitment effort to be successful, every L/GAC

City and County of San Francisco

Human Rights Commission
Office of Contract Compliance
Office of Dispute ResolutionSF
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4/15/86

LESBIAN/GAY ADVISORY COMMITTEE
MEETING

DOCUMENTS DEPT.

APR 17 1986

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PUBLIC LIBRARY

 *
 * Date: April 15, 1986 *
 * Time: 5:30 - 7:30 p.m. *
 * Place: State Building *
 * 350 McAllister Street *
 * Room 1200 *
 * San Francisco *

1. Adoption of the Minutes of March 18, 1986.
2. Commissioner/Staff Reports
3. ACLU-Gay Rights Chapter - Their AIDS Agenda and Lobby Effort: 30 Min.
Doug Warner and Anne Jennings
4. AIDS Matters 30 Min.
5. Old Business
6. New Business
7. Announcements
8. Calendar Matters
9. Adjournment

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow
at 558-4901.

Note: L/GAC meetings are open to the public and public discussion may be
heard at the discretion of the Chair.

JW:bct



Lesbian/Gay Advisory Committee

Minutes of

April 15, 1986

DOCUMENTS DEPT.

MAY 27 1986

 * Next Meeting *
 * Date: May 20, 1986 *
 * Time: 5:30 - 7:30 p.m. *
 * Place: State Building, Room 1200 *
 * 350 McAllister Street *
 * San Francisco, CA 94103 *

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Committee Members Present: Larry Brinkin, Christopher Grubbs, Tony Henry, Ruth Hughes, Phyllis Lyon, Marcy Rein, Lester Olmstead-Rose, Carmen Vazquez, and Darrell Yee.

Committee Members Absent: Sheila Coughlin (excused), Jerry Dunbar, Marty Kashuba (excused), and Sal Rosselli (excused).

Guests: Ruth Mahaney (San Francisco State University), Doug Warner (ACLU-Northern California Gay Rights Chapter).

Staff: Eileen Gillis, Gail Roberts, Sue Steiner (intern), Dan Turner (intern), and Jackie Winnow.

The meeting was called to order at 5:40 p.m. by Commissioner Lyon.

1. Adoption of the Minutes of March 18, 1986.

M/S/C adopted as is.

2. Myra Sheehan Discrimination Case

Ruth Mahaney, a faculty member at San Francisco State University (S.F.S.U.), presented the case of Myra Sheehan, who was fired from the Department of Public Safety at S.F.S.U. Ms. Sheehan was fired approximately three years ago by a person she felt was extremely homophobic. She took her case through the school grievance procedures and eventually to court, where she won a settlement based on sexual preference issues and an illegal search of her locker. Although the court determined she was fired illegally, the University has refused to reinstate Ms. Sheehan, and insists on retaining the man who fired her.

Ms. Mahaney told L/GAC that the S.F.S.U. Lesbian/Gay Alliance recently invited Ms. Sheehan to speak at a meeting that was open to the public and the media. Representatives of the press were asked that the meeting not be recorded or photographed and that no names be used. In spite of this request, a tape was made which was used by the University during a reinstatement hearing to show that Ms. Sheehan was too angry to return to work.

Ms. Mahaney stated that John Shorely, the head of the Department of Public Safety who fired Ms. Sheehan, has received many complaints in the past. In spite of these complaints and this most recent case, the University has continued to support him. She told L/GAC that both the firing and the taping of the meeting are Lesbian/Gay issues and urged L/GAC to do whatever was possible to encourage the University to reinstate Ms. Sheehan.

It was *** M/S/C that following the receipt of more detailed information about the case, the L/GAC request that the HRC write a letter to S.F.S.U.

strongly urging them to reinstate Myra Sheehan.

3. Commissioner/Staff Reports

Jackie Winnow reported that there will be a party at the next L/GAC meeting for departing interns Caryn Callahan, Larry Jarvis, Sue Steiner, and Dan Turner, and volunteer Ron Braithwaite. Norm Nickens began work as the AIDS Discrimination Representative. L/GAC members wishing to invite speakers to meetings should first contact Jackie. Jackie thanked Commissioner Phyllis Lyon and Committee members Lester Olmstead-Rose and Marci Rein for their work with the Public Hearing Advisory Committee. The Committee has been meeting to formulate findings and recommendations for the Public Hearing Report. Jackie and Sue Steiner will organize the findings and recommendations into a form that is usable for the Report.

Jackie announced that there will be a contingent of Cancer Survivors and their friends at the Peace, Jobs, and Justice March on April 19th, the Western Regional Conference on AIDS and Ethnic Minorities will be held on April 25th - 27th; there will be a Passover Reading by Jewish Lesbians on April 26th; member Marty Kashuba was absent because she had to go out-of-town to be with her ill father.

4. ACLU - Gay Rights Chapter - Their AIDS Agenda and Lobby Effort:
Doug Warner

Mr. Warner explained that the ACLU is a national organization with thousands of dues paying members. When a person joins the ACLU they are assigned to a regional Chapter by zip code, unless they indicate that they wish to be a part of the Gay Rights Chapter. The Chapters are active in organizing around civil rights issues and lobbying. The Northern and Southern California Chapters of the ACLU share two staff lobbyists in Sacramento. One of these lobbyists has been focusing on AIDS bills and has been overwhelmed. The ACLU has also joined with the Bay Area Lawyers for Individual Freedom (BALIF) and the National Lawyers Guild's Anti-Sexism Committee to form an AIDS Legislative Coalition.

In January and February of this year, the ACLU of Northern and Southern California adopted a set of policies on AIDS and civil liberties that have been used as a model for the ACLU nationwide. There is a general policy, as well as a discussion of AIDS in regards to specific issues, such as HTLV III testing and quarantine, and specific problem areas such as employment, schools, and prisons. The policy stresses that the following criteria should be met before the government adopts any policies or practices.

1. The policy or practice must be demonstrably likely, based on generally accepted medical evidence, to reduce the incidence of AIDS transmission.
2. It must be carefully tailored and not overbroad;
3. Serious efforts must be taken to minimize and mitigate adverse impacts on privacy, equality and other protected interests; and
4. There must be no feasible, efficacious alternative that is less restrictive."

Mr. Warner stated that most of the AIDS legislation that is being proposed in Sacramento does not meet these criteria. The majority of this bad legislation is getting out of Committee. He expressed concern that these bills may just be the tip of the iceberg, and that there is no well coordinated effort to stop this threat to civil liberties. He urged L/GAC to contact Cleve Jones, a lobbyist for the Friends' Legislative Committee, and Stan Hadden of Senator Roberti's office to discuss strategies to defeat these bills. Lester Olmstead-Rose suggested a meeting between the above mentioned representatives, Assemblymember Willie Brown, and people knowledgeable about AIDS medical and civil liberties issues to educate these representatives and discuss strategies

for the coming year. Lester volunteered to look into setting up such a meeting.

Mr. Warner explained that an ACLU lobbyist in Sacramento has been testifying at Committee hearings representing ACLU members, and has been overwhelmed by the tremendous amount of AIDS legislation. The need for an AIDS lobbyist was discussed. It was brought up that the Community Partnership on AIDS is reportedly in the process of raising money to hire a lobbyist to work exclusively on AIDS issues in Sacramento. In addition, the Lesbian/Gay democratic clubs and the recent conference in Los Angeles discussed lobbyists. As well as hiring a lobbyist, Mr. Warner emphasized the need for developing a network for the dissemination of information about AIDS legislation. It was recommended that a list of the pending legislation containing suggestions as to whether to support or oppose each bill be sent to all legislators and their aides, all California ACLU members, and to Human Relations Commission's statewide.

5. Old Business

Lester questioned what Dan learned from the Chronicle about the obituary policy. Dan reported that he received a letter from the paper's attorney stating that the Chronicle can edit obituaries any way they wish under freedom of the press. It was suggested that the person who was discriminated against file a complaint with the HRC. Norm Nickens recommended that the best approach at this time may be to educate the Chronicle on the subject.

6. Announcements

Eileen Gillis announced an AIDS bike-a-thon on Saturday, May 3rd. Norm Nickens announced a fundraiser for the Conference on AIDS and Ethnic Minorities on Friday, April 18th. Carmen Vazquez announced that the Woman's Building will be hosting a Conference for Lesbians of Color in June. She asked that people who know of Lesbians of Color who may be interested in working on the Conference call Carmen.

The meeting was adjourned at 7:20 p.m.

LESBIAN/GAY ADVISORY COMMITTEEMEETING

Date: May 20, 1986

Time: 5:30 to 7:30 p.m.

Place: State Building
350 McAllister Street
Room 1200
San Francisco

DOCUMENTS DEPT.

MAY 16 1986

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1. Adoption of the Minutes of April 15, 1986
2. Commissioner/Staff Reports
3. Fran Miller of the Lyon-Martin Women's Health Services (20 Min)
will discuss what the Clinic is up to and developments
in women's health care
4. Norm Nickens, new staffperson/AIDS Discrimination (20 Min)
Representative, will give an AIDS legislative update,
report on the recent AIDS and Ethnic Minorities Conference,
and briefly discuss what he has been doing thus far in
his new position.
5. PARTY HONORING THE LESBIAN/GAY COMMUNITY LIAISON UNIT'S INTERNS -
SUE STEINER, DAN TURNER, CAROL CALLAHAN, AND LARRY JARVIS.

JW:ltm

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HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

LESBIAN/GAY ADVISORY COMMITTEE

MINUTES OF

MAY 20, 1986

DOCUMENTS DEPT.

JUN 20 1986

SAN FRANCISCO
PUBLIC LIBRARY

Next Meeting

Date: June 17, 1986

Time: 5:30-7:30 P.M.

Place: State Building, Room 1200
350 McAllister St., S.F.

Committee Members Present: Larry Brinkin, Sheila Coughlin, Jerry Dunbar, Christopher Grubbs, Tony Henry, Marty Mashuba, Phyllis Lyon, Marcy Rein, Lester Olmstead-Rose, and Darrell Yee.

Committee Members Absent: Ruth Hughes, Sal Rosselli and Carmen Vazquez.

Guests: George Raya

Staff: Eileen Gillis, Norm Nickens, Gail Roberts, Sue Steiner (intern), Dan Turner (intern).

The meeting was called to order at 5:40 P.M. by Commissioner Lyon.

1) Adoption of the Minutes of April 15, 1986.

*** m/s/c adoption of meetings as is

2) Commissioner/Staff Reports

Phyllis Lyon reported that the Human Rights Commission at its May 8, 1986 meeting had voted to support the pursuance of a resolution in the tenure denial case of Dr. Nancy Shaw.

Jackie Winnow reported that this was the last day of work for interns Caryn Callahan, Sue Steiner and Dan Turner. Larry Jarvis would be staying on and Don Bull had recently begun working with Norm Nickens on AIDS legislation (to be reported on later). Any leads for volunteers or interns was solicited for.

***u/s/c to have HRC send a letter of commendation to Caryn Callahan, Sue Steiner, and Dan Turner.

***u/s/c unanimously to invite Dan Turner, as a person with AIDS, to become a member of the Lesbian/Gay Advisory Committee.

Fran Miller of the Lyon Martin Clinic could not be in attendance due to a flat tire, but will be at the next L/GAC meeting to make her presentation.

Eileen Gillis announced that she had participated in the recent AIDS Bike-a-thon and had reminded those who had pledged money to give her their donation.

3) AIDS Legislative Update, Report on the Recent AIDS and Ethnic Minorities Conference, and Discussion of His Work-- Norm Nickens, new staff person/AIDS Discrimination Representative.

Norm Nickens, the Commission's AIDS representative, reported on AIDS related legislation, the recent Conference on AIDS and Ethnic Minorities, and the current AIDS/HRC discrimination caseload at the Commission.

There are currently over 40 AIDS related bills before the State Legislature. Many of these bills are mandatory HTLV III testing proposals, particularly in the area of corrections and criminal justice. Because of the volume of these bills, it has become increasingly difficult for the Commission to track the progress of these bills in the legislature. The Commission, through the efforts of Don Bull, a recent New College School of Law graduate, and L/G staff, has begun doing the tedious and arduous work of tracking the bills and planning strategy for LRC response. LRC is planning on hiring a legislative intern or consultant for the summer to continue this work. In addition, it appears that the Community Partnership on AIDS, working in conjunction with some groups in Southern California, has hired a full time lobbyist in Sacramento.

It was

*** m/s/c that the Commission be asked to support three bills currently before the legislature, AB 3323, providing that drugs approved by the FDA for the treatment of AIDS shall be deemed approved for payment under Medi-Cal; AB 4249, which would include hospice services as a covered benefit under Medi-Cal; SB 2453, which provides that there shall be a presumption of disability from AIDS or ARC for purposes of eligibility for Medi-Cal.

The Western Regional Conference on AIDS and Ethnic Minorities was held in San Francisco on April 25-27. The Conference attracted 200 participants from around the country to discuss the impact of AIDS on ethnic minority communities. The Conference featured a keynote address by Assembly Speaker Willie Brown, in which he urged more funding for AIDS education and prevention programs in minority communities, and called for greater efforts at AIDS prevention within minority communities. The Conference also featured over 14 workshops, on topics ranging from the politics of AIDS to women and AIDS. The workshops sessions were taped, and tapes are available through the Third World AIDS Advisory Task Force. Contact Norm at 550-4901 for more information.

The caseload of AIDS/ARC related discrimination related complaints before the Commission continues to grow. Article 38 of the Municipal Code, barring discrimination against people with AIDS/ARC, became effective in December of 1985, and a full time staff person for AIDS/ARC complaints was added to Commission staff in April of 1986. Rules of Procedure for Article 38 are in the process of being adopted by the Commission and should be in place within a few weeks. The current case load has included a number of housing based discrimination complaints, and help to illustrate the on-going problem of the lack of available housing for people with AIDS/ARC. The Commission has begun to review the draft final report of the Public Hearings on discrimination against people with AIDS/ARC. The final report should be available by the end of the summer. L/G Staff will be presenting highlighted preliminary findings and recommendations for more immediate attention to some of the more severe problems.

- 4) The meeting broke into a party honoring the L/GAC's interns-- Caryn Callahan, Larry Jarvis, Sue Steiner, and Dan Turner. The meeting was then adjourned.
- 5) The next meeting will be held June 17, 1986 at 5:30 P.M. at the State Building, 350 McAllister Street, Room 1200, San Francisco.

JW:np



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6/17/86

LESBIAN/GAY ADVISORY COMMITTEE

MEETING

Date: June 17, 1986

Time: 5:30 to 7:30 p.m.

Place: State Building
350 McAllister Street
Room 1200
San Francisco

DOCUMENTS DEPT.

JUN 13 1986

SAN FRANCISCO
PUBLIC LIBRARY

AGENDA

1. Adoption of Minutes of May 20, 1986
2. Commissioner/Staff Reports (10 Min)
3. Fran Miller of the Lyon-Martin Women's Health Services will discuss what the Clinic is up to and developments in women's health care (20 Min)
4. Janet Cole of Adair Films and Steve Morin of the AIDS Citizens Advisory Council of the State of California will discuss the State's cancellation of Adair Films as a contractor for an AIDS educational film (20 Min)
5. AIDS Matters (20 Min)
6. Old/New Business (20 Min)
7. Announcements
8. Calendar Matters
9. Adjournment

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

Note: L/GAC meetings are open to the public and public discussion may be heard at the discretion of the Chair.

JW:jw

DOCUMENTS DEPT.

JUL 18 1986

LESBIAN/GAY ADVISORY COMMITTEESAN FRANCISCO
PUBLIC LIBRARYMINUTES OFJUNE 17, 1986

 * Next Meeting *
 * *
 * Date: July 15, 1986 *
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 * Time: 5:30 to 7:30 P.M. *
 * *
 * Place: State Building *
 * 350 McAllister Street *
 * Room 1200 *
 * San Francisco *
 * *
 * *****

Committee Members Present: Larry Brinkin, Sheila Coughlin, Jerry Dunbar, Christopher Grubbs, Tony Henry, Ruth Hughes, Mary Kashuba, Phyllis Lyon, Marcy Rein, Lester Olmstead-Rose, Sal Rosselli, Dan Turner, Carmen Vazquez, and Darrell Yee.

Guests: Janet Cole (Adair Films), Fran Miller (Lyon-Martin Women's Health Services), and Steve Morin (Advisory Committee to the AIDS Mental Health Project in the State Department of Mental Health)

Staff: Eileen Gillis, Norm Nickens, Gail Roberts, and Jackie Winnow

The meeting was called to order at 5:40 P.M. by Commissioner Rosselli.

- 1) Adoption of the Minutes of May 20, 1986
 ** *m/s/c adoption of minutes as is.

- 2) Commissioner/Staff Report

Commissioner Lyon reported on actions taken regarding HRC's position on Proposition D and HRC approved the letters of Commendation for the interns. Sal Rosselli reported on a SEIU conference on AIDS and the workplace to take place in September.

Jackie Winnow reported on the status of AIDS bills- AB3323, AB4249 SB 2453, and SB 1513; she thanked Don Bull for his volunteer work regarding AIDS legislation; she reported that Ran Martin has been hired by LIFE as the California lobbyist regarding AIDS, that S.F.C.A.N. has been organized to fight the La Rouché Initiative, and that sexual orientation and AIDS pamphlets have been prepared. She went over the specifics of staffing the HRC table at the S.F. Lesbian/Gay Freedom Day Rally. She announced that she had been meeting as a member of a concerned group with United Way and would report on those negotiations when proposals for change became firm. She reported on the status of the AIDS Discrimination Public Hearings report and preliminary findings and recommendations. She went over recruitment of interns, the status of the court ordered mediation in the Nancy Shaw sex discrimination case, and disability membership.

- 3) Lyon-Martin Women's Health Services - Fran Miller

Fran Miller, new executive director of Lyon-Martin, reported on its current financial situation which has necessitated a cutback in its staffing while expanding its services to be more inclusive of alternative treatment, such as massage, chiropractic, and acupuncture. The massage program has just been implemented at \$20. per hour and women are encouraged to partake in this healthy and reasonably priced service. Lyon-Martin also conducts monthly educational forums. Although administrative staff has been reduced, the numbers of clientele will hopefully be increased.

Fran reported that Lyon-Martin is the sole primary care facility in San Francisco serving Lesbians. 70% of its clientele are Lesbians and most are low-income. Women's health issues have not gotten the support needed and women have suffered because of it. Its total budget is \$220,000. They are asking OCD for \$80,000 and planning a financial program targeting sources to make itself independent.

It was:

* * *m/s/c to request that HRC send a letter of support to the Office of Community Development (OCD) for Lyon-Martin's request of \$80,000.

* * *m/s/c to send a follow-up letter to Dr. Werdegard, Director of DPH, to urge DPH to take the health concerns of women seriously and start funding programs specifically geared to women.

- 4) Cancellation of Adair Films as a Contractor for AIDS educational film--
Janet Cole of Adair Films and Steve Morin of the Advisory Committee to the AIDS Mental Health Project in the State Department of Mental Health

After being picked as the sole source contractor for conducting an AIDS mental health educational film as mandated by state legislation, Adair's contract was questioned after reportedly receiving six of the necessary seven state signatures and after Adair had begun to do the research for the film and expend monies on the project. At this point, it was noted that since Adair Films was the sole source contractor, an "appearance of impropriety" might be assumed (although contracts like this are commonplace). Subsequently, a new committee was formed for the review process and Adair Films showed as one of the four finalists. The Committee indicated that any of the four finalists could be considered "fully qualified." But Adair Films did not get the contract; Landsberg Productions did. Landsberg has never done an AIDS or a Gay film and its proposal did not meet the criteria set out by the legislation.

The Advisory Committee to the AIDS Mental Health Project in the State Department of Mental Health has protested to the Governor and various legislators have asked for an investigation into Adair Films' cancellation. Adair Films is seeking legal counsel at this time. Both Adair Films and the AIDS Advisory Committee strongly believe that the cancellation of the contract occurred when it was found out, at a certain level in government, that Adair Films was a Gay-identified film company.

* * *m/s/c to invite James S. Stockdale, Acting Secretary, Health and Welfare Agency, to the next L/GAC meeting to present his interpretation of the events and the reasons for Adair's cancellation and the use of Landsberg Productions instead.

5) AIDS Matters

Norm Nickens updated L/GAC on the San Francisco effort to fight the La Rouche Initiative. It was

* * *m/s/c to join S.F.C.A.N. and designate Marcy Rein and Sheila Coughlin as its representatives.

* * *m/s/c to sponsor AIDS and the Black Community conference being held in Washington, D.C. in July.

* * *m/s/c to request that HRC oppose SB 1513 (Doolittle) which is a bill mandating prison testing of the AIDS antibody.

* * *m/s/c to have Norm Nickens draft a concept resolution of non-support for all AIDS mandatory testing bills for HRC approval. This should be brought to the next L/GAC meeting.

* * *m/s/c to co-sponsor SEIU's conference on AIDS and the workplace and to work on the AIDS and discrimination aspect.

* * *m/s/c for L/GAC to work with the Vanguard Foundation, the Women's Foundation, and Community United Against Violence to develop a forum on race/ethnic issues and AIDS service agencies. Norm Nickens volunteered.

6) Old/New Matters

* * *m/s/c to cancel L/GAC's August meeting as staff person Jackie Winnow will be on vacation.

7) Announcements

The Women's Building is holding a Conference For/By Lesbians of Color on June 21st and a dance for all women is taking place that night.

Frontline's is celebrating its third anniversary by holding a forum on June 22 with featured speakers Sally Simelane of AHC and Spiver Gordon, an Alabama Voting Rights Defendant.

Chris Grubbs, L/GAC's artist-in-residence is being represented in Bay Area Seen 11 at the Hall of Flowers, July 5-13.

8) Calendar Matters

The next meeting of L/GAC will be held on July 15 at 5:30 P.M. on Room 1200, State Building, 350 McAllister Street, San Francisco.

In addition, L/GAC has reserved meeting space through December at the State Building at 5:30 P.M. on the following dates:

August	19 - 1200
September	16 - 1200
October	21 - 1202
November	18 - 1200
December	16 - 1200

9) The meeting was adjourned at 7:40 P.M.

* * * * *

The first of these is the question of the origin of the human race. It is a question which has been discussed for centuries, and which has given rise to many different theories. The most common of these is the theory of evolution, which holds that the human race has evolved from a common ancestor. This theory is supported by many facts, and is generally accepted by the scientific community.

The second question is the question of the development of the human mind. This is a question which has also been discussed for centuries, and which has given rise to many different theories. The most common of these is the theory of the development of the mind from a common ancestor.

The third question is the question of the development of the human body. This is a question which has also been discussed for centuries, and which has given rise to many different theories. The most common of these is the theory of the development of the body from a common ancestor. This theory is supported by many facts, and is generally accepted by the scientific community.

The fourth question is the question of the development of the human soul. This is a question which has also been discussed for centuries, and which has given rise to many different theories. The most common of these is the theory of the development of the soul from a common ancestor.

The fifth question is the question of the development of the human language. This is a question which has also been discussed for centuries, and which has given rise to many different theories. The most common of these is the theory of the development of the language from a common ancestor.

The sixth question is the question of the development of the human culture. This is a question which has also been discussed for centuries, and which has given rise to many different theories. The most common of these is the theory of the development of the culture from a common ancestor.

The seventh question is the question of the development of the human art. This is a question which has also been discussed for centuries, and which has given rise to many different theories. The most common of these is the theory of the development of the art from a common ancestor.

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THE JOURNAL OF THE
ROYAL ANTHROPOLOGICAL INSTITUTE
1901



LESBIAN/GAY ADVISORY COMMITTEE

MEETING

DOCUMENTS DEPT.

JUL 10 1986

SAN FRANCISCO
PUBLIC LIBRARY

Date: July 15, 1986

Time: 5:30 to 7:30 p.m.

Place: State Building, Room 1200
350 McAllister Street
San Francisco

AGENDA

1. Adoption of Minutes of June 17, 1986
2. Commissioner/Staff Reports (10 Min.)
3. Charles Roppel of the California Department of Mental Health will be discussing the State's reasons for the cancellation of Adair Films, the use of Landsberg Productions instead, and a general presentation of the State's explanation of events (30 Min.)
3. AIDS Matters (20 Min.)
4. Old/New Business (20 Min.)
5. Announcements
6. Calendar Matters
7. Adjournment

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

Note: L/GAC meetings are open to the public and public discussion may be heard at the discretion of the Chair.

JW:jw

LESBIAN/GAY ADVISORY COMMITTEE

MINUTES OF
July 15, 1986

DOCUMENTS DEPT.

SEP 29 1986

SAN FRANCISCO
PUBLIC LIBRARY

 * Next Meeting *
 * *
 * Date: September 16, 1986 *
 * *
 * Time: 5:30 - 7:30 P.M. *
 * *
 * Place: State Building *
 * 350 McAllister Street, Room 1200 *
 * San Francisco, CA *
 * *****

Committee Members Present: Larry Brinkin, Sheila Coughlin, Jerry Dunbar,
 Christopher Grubbs, Ruth Hughes, Marty Kashuba,
 Phyllis Lyon, Marcy Rein, Lester Olmstead-Rose,
 Sal Rosselli, Dan Turner, and Darrell Yee.

Committee Members Absent: Tony Henry and Carmen Vazquez (excused)

Guests: Larry Burnett (BWM), Janet Cole (Adair Films),
 Charles Linebarger (B.A.R.), Chuck Roppel (CA Dept.
 of Mental Health), and John Wetzl (Sentinel)

Staff: Eileen Gillis, Norm Nickens, Gail Roberts, and
 Jackie Winnow

The meeting was called to order at 5:33 P.M. by Commissioner Rosselli.

1) Adoption of the Minutes of June 17, 1986

***m/s/c adoption of minutes as is

August meeting cancelled

2) Commissioner/Staff Reports

Commissioner Lyon reported that the Human Rights Commission had approved the resolution opposing mandatory testing, the letter to OCD supporting the Lyon Martin Clinic and adopted rules and regulations for formal Article 38 complaints. Rabbi Allen Bennett of the American Jewish Congress has been appointed to HRC to replace Rabbi Martin Weiner.

Commissioner Rosselli announced that he and Allen Bennett were being sworn in on July 22, 1986, Tuesday, at 11:00 in Room 200 of City Hall. L/GAC members and staff were invited to attend.

Staffperson Winnow reported that she was due to go on vacation, Norm Nickens would be away from the office on July 17 and 18 to attend the National Conference on AIDS in the Black Community and Eileen Gillis will be working with Sal and Local 250 in organizing their AIDS and the Workplace Conference. Jackie distributed new committee member mailing lists, Article 38 rules and regulations, Soler's letter to editor re: Justice department's decision on AIDS (appeared in Examiner and B.A.R. thus far) and her letter to Meese, and the resolution opposing mandatory HTLV III antibody testing. HRC also approved L/GAC's recommendation for positions on certain AIDS bills and Norm will be

working with the City's legislative committee to implement positions. She made several announcements which were included in the distributed file.

Jackie Winnow reported that the AIDS/ARC preliminary findings and recommendations regarding the public sector had been introduced to the Human Rights Commission only as an informational draft after some disagreement by certain city departments. It was felt that further communication with the various departments needed to take place to address their concerns so that productive work for implementing change could take place. Part of the problem encountered was that since this was not the full report but an amended version, the City's excellent AIDS/ARC effort had not been adequately pointed out. HRC never intended to slight the City's outstanding record during this difficult AIDS/ARC crisis, but simply wanted to point out some problem areas as testified to at the Hearing so that the City could continue its upward striving for excellence and dedication to caring.

- 3) Charles Roppel of the California Department of Mental Health discussing the State's reasons for the cancellation of Adair Films, the use of Landsberg productions instead, and a general presentation of the State's explanation of events

Mr. Roppel is the Director of the Promotion Branch of the Department of Mental Health and as such was mandated to administer the educational media component of AB1251 which sets out the ability to enter into sole source contract.. The State Advisory Committee (made up mostly of mental health professionals, many of whom are Gay professionals working with the AIDS crisis) and Mr. Roppel unanimously identified Adair Films as the appropriate sole source contract. He sent a memo to Dr. O'Connor, Director of Mental Health, for authorization, which he signed. The contract needed several other signatures and while it was going through the process (which usually takes 30-45 days), Mr. Roppel, the Advisory Committee, and Adair Films worked diligently on the project and Adair Films prepared a very well done proposal. Mr. Roppel then went on vacation and upon his return, he received an emergency telephone call from Dean Owen, Director of Public Information and his immediate supervisor, to pull Adair Films off as a sole source contract. Mr. Stockdale, Acting Secretary, Health and Welfare agency, had serious concerns about the possible appearance of impropriety due to the contract being for \$292,000. Health Services had just put out an RFP for a \$150,000 AIDS public educational film and 37 companies had submitted proposals.

At this point, Mr. Stockdale took the project out of Mr. Roppel's hands and set up a different committee to undertake inviting each of the 37 companies and Adair Films to make a 1/2 hour verbal presentations. Mr. Roppel served on this committee, too. Ms. Lillis Stephens of the Hemophilia Association was the only non-department member of the original AIDS Advisory Committee. The reason given for this change was that people with more media expertise were needed. 24 companies responded, narrowed down to four, which Dr. O'Connor interviewed and he then narrowed it down to two - Adair and Landsberg - and selected Landsberg due to, as O'Connor said, their vast distribution capability and ability to put the issues before the public. At this point, the contract was put back into Mr. Roppel's hands and the original committee was reinstituted. He said the contract was processed in record time and is scheduled to go through March of next year. Landsberg will be producing a series of 3-5 minute segments to be aired as part of the News hour, TV PSA announcing the series, a resource guide (10,000 copies) and a one hour video documentary.

During questioning, it was ascertained that the second committee or the ad-hoc committee was appointed by Mr. Stockdale; Adair's contract never left the department, it was stopped by Mental Health or the Health and Welfare Agency and never made it to Department of General Services, the second committee, except for Bob Anderson (Department of Health Services - AIDS) and Lillis Stephens of the Hemophilia Association - had no expertise with AIDS educational programs, having staff and an appointed committee taken off a project and placed back on and staffing a sole source contract and putting the project out to bid has never happened before in Mr. Roppel's eight year tenure with the Department, there is no precedent for this action, none of the Gay people from

the first committee were selected for the second committee and there were no Gay people represented on the second committee. Landsberg Production has no previous expertise with AIDS.

After Mr. Roppel's presentation, the L/GAC discussed how best to proceed, and determined that there was impropriety in the pulling of Adair's contract. It was

***m/s/c to contact Art Agnos' office to determine how his investigation is proceeding and what HRC can do to best assist with the process.. Once that is determined, we will propose an appropriate action for the HRC to take.

It was pointed out that the media had not been introduced and that all guests and members of the audience should be announced. Staff commissioners, and L/GAC members will all take responsibility for ensuring that this is done in the future.

3) AIDS Matters

Jackie, Sal, Sheila, Marcy and Norm talked about the anti-La Rouche work they are involved in.

Sheila attended her first S.F.C.A.W. meeting as L/GAC's representative. She reported that in order to be a voting member an organization had to donate \$500. Sal and Lester proposed to raise funds from Commissioners and committees. In the meantime, Sheila and Marcy will attend meetings as non-voting members and if and when raise \$500, L/GAC will become a voting member.

It was *** m/s/c that the L/GAC request that the HRC oppose the La Rouche Initiative. A La Rouche educational and the action request will be conducted at the August 14 HRC meeting.

Norm, after meeting with L.A. and N.Y.C.'s AIDS representatives, will present how S.F., N.Y.C., and L.A. are handling AIDS/ARC discrimination at a future L/GAC meeting.

4) Old/New Business

Hank Wilson and several others will be holding a presentation of Lesbian/Gay youth concerns at the next L/GAC meeting.

5) Calendar Matters

The August 19 meeting has been cancelled. The next meeting of the L/GAC will be held on September 16, 1986 at 5:30 P.M. in room 1200 of the State Building, 350 McAllister Street, San Francisco.

LESBIAN/GAY ADVISORY COMMITTEE

* * * * *
* Date: Tuesday, September 16, 1986*
* Time: 5:30-7:30 PM *
* Place: 350 McAllister St, Rm. 1200*
* San Francisco *
* * * * *

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SEP 11 1986

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A G E N D A

- 1.* Starts at 5:30 PM sharp! Please be on time. (60 Min.)

Lesbian/Gay Youth Concerns

- Lesbian/Gay Speakers' Bureau (Community United Against Violence)
-Chris Munez, C.A.
- Lesbian/Gay youth suicide & services issues-Paul Gibson, L.C.S.W.
- Lesbian/Gay local school issues-Hunter Morey, M.S.W.
- Lesbian/Gay state school issues-Hank Wilson, C.A.

2. Commissioner/Staff Reports
3. AIDS/ARC Matters
4. Old/New Matters
5. Announcements
6. Calendar Matters

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

NOTE: L/GAC meetings are open to the public and public discussion may be heard at the discretion of the Chair.

JW:bclp

Lesbian/Gay Advisory Committee

DOCUMENTS DEPT.

Minutes of

OCT 27 1986

September 16, 1986 Meeting

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*
* Next Meeting *
*
* Date: October 21, 1986 *
*
* Time: 5:30 - 7:30 p.m. *
*
* Place: State Building *
* 350 McAllister Street, Room 1200 *
* San Francisco, CA *

Committee Members Present: Larry Brinkin, Sheila Coughlin, Christopher Grubbs, Ruth Hughes, Marty Kashuba, Lester Olmstead-Rose, Dan Turner, and Darrell Yee, Commissioner David Yamakawa.

Committee Members Absent: Jerry Dunbar, Tony Henry (excused), Phyllis Lyon (excused), Larcy Rein (excused), Sal Rosselli (excused), and Carmen Vazquez.

Guests:

Larry Burnet (BWMF), Gary Titus (AIDS Activity Office - DPH), and Paul Wotman (Youth and Education Committee)

Staff:

Eileen Gillis, Pat Goldman (legal intern), Norm Nickens, Gail Roberts and Dettie Burrell (staff, youth and Education Committee) and Jackie Winnow.

The meeting was called to order at 5:35 p.m. by Commissioner David Yamakawa.

1. Adoption of the Minutes of July 15, 1986

* * * m/s/c adoption of minutes as is.

2. Lesbian/Gay Youth Concerns

Hank Wilson introduced the panel and explained that while the panel would be covering a wide range of concerns, they were not representative of all areas (e.g. there was a lack of participation of Lesbian/Gay youth). Although members of the Lesbian/Gay community have been dealing with youth issues for at least the last 10 years, and have made many strides, much more remains to be done.

Chris Nunez, C. A. - CUAV's Lesbian/Gay Speakers' Bureau

The Speakers' Bureau has existed since 1977 and has been with CUAV since 1984. The Bureau goes into family life education classes to make presentations and recruits and trains volunteer speakers. Its goal is to prevent violence as violence is rooted in fear, ignorance, and rapidity of change. Joan Haskins, Board of Education's Liaison to the Lesbian/Gay Community, assists in reaching teachers. They need a lot more volunteers, especially Lesbians and Gay men of color.

Paul Gibson, L.C.S.W. - Lesbian/Gay Youth Suicide

Lesbian and Gay male youth fall into the high risk categories for suicide: youth and homosexuals. They are 2 to 3 times more likely to attempt suicide than other young people and comprise up to 30% of completed youth suicides annually. Lesbian and Gay youth face problems accepting themselves due to negative self images, lack of information, physical and verbal abuse and rejection and isolation.

The root of these problems lies with a homophobic society that discriminates and perpetuates the stigmatization of a group of people. Instead, Lesbians and Gay men must have equal rights, positive images must be promoted, homophobic attitudes and conduct re-examined and disallowed, schools need to include information about Lesbians and Gay men and Lesbian/Gay youth must be protected, and social services need to be developed which reflect sensitivity. The Lesbian/Gay community and the families and cultural groups of Lesbian/Gay youth must support its Lesbian/Gay youth. All in all, Lesbians and Gay youth must be able to see hope for a better future.

Hunter Morey, M.S.W., Gay and Lesbian Youth Advocacy Council - Local School Issues

After working for approximately ten years on these issues, Hunter felt that for Lesbian/Gay youth things hadn't progressed nearly enough and that schools were very hard places for them to be, and yet progress has been made. Joan Haskins has officially been appointed to be the Liaison to the Lesbian/Gay community, Larkin Street Youth Center is being accepted as an address so that drop out and homeless youth can get into school, the Peer resource program has become friendly, the Board passed a slur policy, Demystifying Homosexuality has been distributed as a curriculum guide, and Community United Against Violence Lesbian/Gay Speakers' Bureau's brochure is widely dispensed.

Hunter Morey suggested that the schools need to designate Gay sensitive staff such as the Department of Public Health has done, set an AIDS employment policy, design a comprehensive sex education program K-12, and revive the human relations council in schools.

Hank Wilson - C.A., - Lesbian/Gay state school issues

Long time activist and convener of this panel, addressed the State issues. The Attorney General's Commission on Racial, Ethnic, Religious, and Minority Violence in No. 30 of its Recommendations stated "The California Department of Education should develop a handbook to provide information on gay and lesbian lifestyles and counter myths and stereotypes about gays and lesbian for teachers and school administrators.

In addition, Hank believes that the State Department of Education should eliminate all negative references to sexual minorities from textbooks and make sure that teacher training courses in all state colleges and universities include training courses on sexual orientation.

Through questioning and discussion afterward, it was determined that there are two groups of Lesbian/Gay youth: those who come here and those who live here. There are virtually no programs in San Francisco for Lesbian/Gay youth either through the straight or Gay communities and the biggest problem they face is social isolation.

Since there were so many recommendations suggested for LRC action, it was decided that the presenters for committee action at the next meeting.

2) Commissioner/Staff Reports

Jackie Minnow announced that Rhylis Lyon was honoring Esta Soler through the National Women's Political Caucus; SMTU conference on AIDS and the workplace was being held on September 17; LRC Conference on Issues in Equal Employment was being held on October 7, 1986; Lileen Willis had joined the Board of the AIDS Health Project; LRC was preparing an amicus brief on Chadbourne vs. Iatheon

pending, before DPH Commissioners; and the recruitment effort of interns has been successful in adding two legal interns (Pat Goldman and Dan Kane) and two MSW interns (Kristen Perry and Richard Bell). She reported on Intergroup Clearinghouse's AIDS intergroup tension project; a meeting with Supervisor Molinari regarding Monito radio; and DPH's AIDS needs assessment.

* * * * *

Jackie announced that a Cancer Support group for Women with Breast and Gynecological Cancers was beginning on September 22 and was being led by Charlotte Progan and Barbara Rosenblum. This is just the first in a series and is exciting because it is being co-led by a Lesbian. For more information, please call 346-5847.

A new Feminist Anthology on Women and Cancer is being put together by Debra Connors of Cleis Press. Lesbians are particularly encouraged to send in their contributions. Submissions of up to 20 pages may be sent by December 1, 1986 to Debra Connors, 152 Central Avenue #3, San Francisco 94117, 552-7116.

* * * * *

3) AIDS/ARC matters

Sheila Coughlin and other members reported on their activities with the anti-La Rouché campaigns. Jackie reported on Agnos' AIDS discrimination bill, AB 3407, which is now on the Governor's desk.

4) Calendar matters

The next meeting of the L/GAC will take place on October 21, 1986 at 5:30 in Room 1200, State Building, 350 McAllister Street.



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#1
10/21/86

LESBIAN/GAY ADVISORY COMMITTEE

Date: Tuesday, October 21, 1986
Time: 5:30 - 7:30 p.m.
Place: 350 McAllister Street
Room 1200
San Francisco

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OCT 17 1986

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AGENDA

1. Adoption of the Minutes of September 16, 1986
2. Commissioner/Staff Reports
3. Lesbian/Gay youth concerns recommendations
4. AIDS/ARC matters
5. Old/New Matters
6. Announcements
7. Calendar Matters

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

NOTE: L/GAC meetings are open to the public and public discussion may be heard at the discretion of the Chair.

JW

Lesbian/Gay Advisory Committee

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Minutes of

NOV 24 1986

October 21, 1986 Meeting

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Next Meeting

* Date: November 18, 1986 *
* Time: 5:30 - 7:30 p.m. *
* Place: State Building *
* 350 McAllister Street *
* Room 1200 *
* San Francisco, CA *

Committee Members Present:

Larry Brinkin, Sheila Coughlin, Jerry Dunbar, Christopher Grubbs, Tony Henry, Commissioner Phyllis Lyon, Marcy Rein, Lester Olmstead-Rose, Dan Turner.

Committee Members Absent:

Ruth Hughes (excused), Marty Kashuba (excused), Commissioner Sal Rosselli (excused), Carmen Vazquez, Darrell James Yee (excused).

Guests: Gary Titus (AIDS Activity Office - DPH)

Staff: Richard Bell (intern), Kristin Perry (intern), Norm Nickens, Gail Roberts, Jackie Winnow

The meeting was called to order at 5:35 p.m. by Commissioner Phyllis Lyon.

1) Adoption of the minutes of September 16, 1986

*** m/s/c adoption of the minutes with the following revisions:

- 1) Esta Soler was honored by the National Women's Political Caucus. Phyllis Lyon was present at the event.
- 2) The City Attorney's Office, not the HRC, is preparing an amicus brief on Chadbourne vs. Ratheon.
- 3) Jerry Dunbar was excused from the 9-16-86 meeting.

2) Commissioner/Staff Reports

Phyllis Lyon along with Allen Bennett, Sal Rosselli, and others were honored as Human Rights Commissioners at an Alice B. Toklas Lesbian/Gay Democratic Club dinner. Phyllis had wanted to publicly thank the HRC staff at the dinner, especially Eileen Gillis, Norm Nickens, and Jackie Winnow and the other HRC Commissioners, but had not gotten the chance.

Jackie Winnow announced that Eileen Gillis' annual report will be given at the November meeting; the AIDS/ARC Ad-hoc Committee meeting at the HRC, and introduced Richard Bell and Kristen Perry as EFSU MSW interns who will be working with the Lesbian/Gay Community Liaison Unit until May 1987.

3) Lesbian/Gay Youth Concerns

The major part of the meeting was devoted to revising and adopting the lists of recommendations presented by the speakers at the September meeting. Paul Gibson will submit his recommendations regarding Lesbian/Gay youth suicide at a later date.

Community United Against Violence's Lesbian/Gay Speakers' Bureau (CUAV)

The committee recognized the importance of: items 1 and 2 and recommended that the L/CAC assist CUAV in working on them. It was felt that items 3, 4 and 5 were too broad to be presented to the HRC. Members of the Committee did want to go on record as stating that they appreciated Chris Munez and CUAV and would continue to work with them.

Hank Wilson

It was:

*** m/s/c to recommend the following for HRC adoption, with revisions to make the language stronger and to ensure direction to the proper party (ies).

- 1) State Superintendent of Public Instruction should implement Recommendation #30 of the Van de Kamp Commission on Racial, Ethnic, Religious and Minority Violence. See Attached copy.
- 2) Proposed Sex Education Guidelines now under consideration by the State Board of Education should include information about homosexuality. See attached news story.
- 3) State Superintendent of Instruction should initiate curriculum to prepare future teachers to deal with homosexuality and homophobia. If we expect teachers to deal with namecalling, myths, scapegoating, then we must educate them about Gays, Lesbians, Bisexuals and other sexual minorities. Teacher training institutions are not including our concerns in their curriculum.
- 4) State textbooks should be screened for homophobia and they should include objective references to homosexuality and the Gay and Lesbian Rights movement where appropriate.

Hunter Morey

Hunter's recommendations were dealt with point-by-point. The discussion centered mainly around what is feasible for the L/CAC to attempt at this time. It was felt that the Committee needed more information on a number of items and that Joan Haskin, the Board of Education's Liaison to the Lesbian/Gay community, would be invited to speak at the next meeting. A list of questions was developed to ask Ms. Haskin.

- (1) What is the current status of the Plan of Action to Address the Concerns of the Lesbian/Gay Community (Resolution 510-1A2, 11-7-85)?
- (2) What is the current status of the recommendations from the Gay/Lesbian Community Youth Advocacy Council (11-19-85)?
- (3) What is the SFUSD's Policy regarding AIDS/ARC discrimination and its employees and students?
- (4) What is SFUSD's sexual orientation discrimination policy? How do they enforce the City's Anti-discrimination Ordinances? How well publicized are their policies?
- (5) What is the SFUSD's recruitment policy regarding Lesbian and Gay men?

- (6) What does the SFUSD's current Family Life Program consist of? How extensive is it and in what grades is it taught? Is it mandatory or optional? How does it cover Lesbian/Gay issues and lifestyles?
- (7) Does the SFUSD have an in service training program? What does it consist of? Are they aware of community resources?

Some of the other items on Hunter's list were considered too broad to be presented to the HRC by the L/GAC or not under HRC's purview. It was decided to find out from the Youth and Education Committee of the HRC what the current status of the SFUSD's Human Relations Department is, as they took up the issue with Superintendent Cortines. Members of the Committee felt that on a number of items the L/GAC could assist the Gay/Lesbian Community Youth Advocacy Council, but they were not the province of the HRC. Several items were felt to be covered by Hank Wilson's recommendations on the State level.

It was:

***m/s/c to adopt Hunter's recommendation #14 concerning Superintendent's Honig's statement in the foreward to proposed Guidelines: Family life Education. He states "...decision making should be strengthened in the context of traditional moral and religious convictions. L/GAC objects to the statement.

***m/s/c to ask the HRC to urge local educational agencies and unions to join the Human Rights Commission in its concerns and indicate such to the California State Department of Education Bill Honig, Superintendent of Public Instruction.

These would be added to those of Hank Wilson's concerning state school issues.

4) AIDS/ARC Matters

Norm Nickens passed out two reports. One, issued by the HRC, dealt with the impact of the LaRouche Initiative, Proposition 64. The second was a report issued by the Los Angeles City Attorney's Office and discussed the nature of AIDS discrimination. There was a discussion of the current polls on Proposition 64.

Norm spoke about the housing crises for people with AIDS. The number of housing complaints is increasing and forecasting shows that housing will become a major issue.

The first anniversary of the passage of the City AIDS discrimination Ordinance was brought up. It will be discussed in detail at the next meeting.

5) Announcements

The announcement folder was passed around. Various committee members announced upcoming events.

6) Calendar Matters

The next meeting of the L/GAC will take place on November 18, 1986 at 5:30 p.m. in Room 1200, State Office Building, 350 McAllister Street.

1. The purpose of this document is to provide information regarding the security of the system. It is intended for use by personnel who are responsible for the operation and maintenance of the system.

2. This document contains information that is classified as "Confidential" and "Security Information". It is to be controlled and handled in accordance with the policies and procedures of the organization.

3. The information contained in this document is to be used for the purpose of understanding the security of the system and for the purpose of implementing the security measures that are required to protect the system.

4. It is the responsibility of the personnel who are responsible for the operation and maintenance of the system to ensure that the security measures that are required to protect the system are implemented and maintained.

5. The information contained in this document is to be used for the purpose of understanding the security of the system and for the purpose of implementing the security measures that are required to protect the system.

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10. It is the responsibility of the personnel who are responsible for the operation and maintenance of the system to ensure that the security measures that are required to protect the system are implemented and maintained.

City and County of San Francisco



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11/18/86

Human Rights Commission

Office of Minority/Women Business Enterprise

Office of Contract Compliance

Office of Dispute Resolution

LESBIAN/GAY ADVISORY COMMITTEE

Date: Tuesday, November 18, 1986
Time: 5:30 - 7:30 p.m.
Place: 350 McAllister Street
Room 1200
San Francisco

DOCUMENTS DEPT.

NOV 13 1986

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AGENDA

1. Adoption of the Minutes of October 21, 1986
2. Commissioner/Staff Reports
3. Annual Sexual Orientation/AIDS Discrimination Report for FY 85-86 --
Eileen Gillis
4. AIDS/ARC Issues
Housing Issues
Disability Amendments to Chapters 12A, 12B, and 12C
Confidentiality Concerns
Discussion of L/GAC and HRC's AIDS priorities for the coming year
Other items
5. Lesbian Issues
Meeting with Milton Marks and L/GAC women's input
Health issues
Other items
6. Old/New Matters
7. Announcements
8. Calendar Matters

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

NOTE: L/GAC meetings are open to the public and public discussion may be heard at the discretion of the Chair.

JW

Lesbian/Gay Advisory Committee

Minutes of

November 18, 1986

DOCUMENTS DEPT.

DEC 10 1986

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 * Next Meeting *
 * Date: December 16, 1986 *
 * Time: 5:30 - 7:30 p.m. *
 * Place: State Building *
 * 350 McAllister Street *
 * Room 1200 *
 * San Francisco, CA *

Committee Members Present: Larry Brinkin, Sheila Coughlin, Christopher Grubbs, Tony Henry, Ruth Hughes, Marty Kashuba, Commissioner Phyllis Lyon, Marcy Rein, Lester Olmstead-Rose, Dan Turner, Carmen Vazquez, and Darrell James Yee.

Committee Members Absent: Jerry Dunbar (excused) and Commissioner Sal Rosselli.

Guests: Priscilla Alexander (Senator Marks' office)
and Becky Freed (Sentinel)

Staff: Eileen Gillis, Kristin Perry (intern), Norm Nickens, Gail Roberts, and Jackie Winnow.

The meeting was called to order by Marty Kashuba at 5:35 p.m.

1) Adoption of the minutes of October 21, 1986

***m/s/c adoption of minutes as is.

2) AIDS/ARC Matters

Norm Nickens reported on housing issues for people with AIDS. His main points were:

- 1) 45-65 people with AIDS/ARC have been documented as homeless in San Francisco.
- 2) AZT and other drugs will create a larger, sicker AIDS/ARC population in need of housing.
- 3) The City of San Francisco is renovating an old hotel to house people with AIDS who also have behavioral, neurological and/or substance abuse problems.
- 4) The DPH and DSS are currently working on budget and staffing issues. This housing action maybe a result of the documentation San Francisco and New York have done on homeless people with AIDS/ARC.

Norm also addressed the Disability Amendments to Chapters 12A, 12B and 12C, asserting that a standardization of definitions in Chapters 12A, 12B and 12C was in order, as well as a definition of AIDS.

Norm's report also included a discussion of L/GAC and HRC's AIDS priorities for the coming year. Staff will formulate a draft proposal for L/GAC's next meeting.

- 3) Annual Sexual Orientation/AIDS Discrimination Report for FY 85-86 - Eileen Gillis
***m/s/c to recommend the following report for HRC adoption and commend Ms. Gillis for this report.

Eileen submitted a report to L/GAC members. She proceeded to highlight a variety of topics.

- 1) The number of complaints investigated in FY 85-86 increased 20% (137 cases) over the previous years case load.
- 2) Quarterly statistics thusfar for FY 86-87 indicated 41 cases or a projected 164 cases by the end of the year.
- 3) Last year, twenty reports of AIDS based bias were investigated. This year the number increased to 65.
- 4) Many remedies were reached to compensate complainants, such as job transfer, promotional upgrade, improvement of workplace non-discrimination policy, and financial remuneration
- 5) As a result of work done by L/GAC, Article 38 passed and we succeeded in adding a third Lesbian/Gay Liaison Unit staff person designated solely as an AIDS/ARC specialist.
- 6) Some possible ameliorative efforts are outreach, utilizing laws already in existence and to continue supporting basic civil rights issues despite the AIDS crisis.

Ms. Gillis then related a narrative case example to illustrate AIDS discrimination.

4) Commissioner/Staff Reports

Phyllis Lyon announced that the Lesbian/Gay Youth recommendations she presented at the Commission meeting were approved. It was also agreed that Norm Nickens will do a report and press release to celebrate the first anniversary of the passage of Article.

Jackie Winnow reported on the progress the United Way Committee was making for Lesbian/Gay Bay Area agencies; that on December 5th, from 5-7 p.m. there will be a party for the Women's Cancer Resource Center; that the public hearing report will be finished soon and City-wide agencies may respond by adding new developments.

Jackie also announced that the meeting at Senator Marks' home on Lesbian issues was successful; that Joan Haskins will be at the next meeting and Norm and Eileen will be away on vacation the week of November 24-28.

5) Lesbian Issues

Lesbian members of L/GAC will be meeting Tuesday, December 2nd to discuss what they can do legislatively and to prepare proposals for Senator Marks. It was also mentioned that DPH should recruit a Women's Health Coordinator since many women's clinics have closed recently.

6) Announcements

Carmen Vazquez will be attending a Lesbian/Gay people of color conference in Los Angeles. She will discuss it at the next meeting.

Dan Turner expressed his concern regarding the Pope's recent statement about homosexuals and L/GAC discussed various actions.

JAN 30 1987

Lesbian/Gay Advisory Committee
Minutes of Meeting of November 10, 1986
Page 3

Director Grant Mickins is scheduled to speak to the City of Denver and assist them in drafting an AIDS anti-discrimination Ordinance.

7) Calendar Matters

The next meeting of the L/GAC will take place on December 16th, 1986 at 5:30 p.m. in Room 1200, State Office Building, 350 McAllister Street.

JW:KP:ltm
11/18/86

- 3) Annual Sexual Orientation/AIDS Discrimination Report for FY 85-86 - Eileen Gillis
***m/s/c to recommend the following report for HRC adoption and commend Ms.
Gillis for this report.

Eileen submitted a report to L/GAC members. She proceeded to highlight a
variety of topics

City and County of San Francisco



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Human Rights Commission

Office of Minority/Women Business Enterprise

Office of Contract Compliance

Office of Dispute Resolution

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DEC 10 1986

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LESBIAN/GAY ADVISORY COMMITTEE

Date: Tuesday, December 16, 1986

Time: 5:30 - 7:30 p.m.

Place: 350 McAllister Street

Room 1200

San Francisco

AGENDA

1. Adoption of the Minutes of November 18, 1986
2. Commissioner/Staff Reports
3. S.F.U.S.D. and Lesbian/Gay and AIDS concerns - Joan Haskin
4. Lesbian issues
5. AIDS/ARC issues
6. Old/New Matters
7. Announcements
8. Calendar Matters

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

Note: L/GAC meetings are open to the public and public discussion may be heard at the discretion of the Chair.

KP

variety of tones

Lesbian/Gay Advisory Committee

Minutes of

December 16, 1986

 * NEXT MEETING *
 * *
 * Date: January 20, 1987 *
 * Time: 5:30 - 7:30 PM *
 * *
 * Place: State Office Building *
 * 350 McAllister Street *
 * Room 1202 *
 * San Francisco, CA 94102 *
 * *****

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JAN 30 1987

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Committee Members Present: Larry Brinkin, Christopher Grubbs, Tony Henry, Ruth Hughes, Marty Kashuba, Commissioner Phyllis Lyon, Lester Olmstead-Rose, Marcy Rein, Dan Turner, and Carmen Vazquez.

Committee Members Absent: Sheila Coughlin (excused), Jerry Dunbar, Commissioner Sal Rosselli, Darrell James Yee (excused).

Guests: Priscilla Alexander (Senator Marks' Office), Tad Dunlap, Joan Haskin (S.F.U.S.D.), and Gary Titus (AIDS Activity Office.)

Staff: Richard Bell (intern), Eileen Gillis, Norm Nickens, Kris Perry (intern), Gail Roberts, and Jackie Winnow.

The meeting was called to order by Commissioner Phyllis Lyon at 5:30 p.m..
 The Agenda order was changed to accommodate the guest speaker.

1.) Report by Joan Haskin, Administrator for Health Programs of the San Francisco Unified School District.

Joan Haskin was introduced to L/GAC by Phyllis Lyon. Ms. Haskin spoke to the areas of concern L/GAC had previously sent her. The attached memo is her written response. Ms. Haskin's report was followed by a question and answer period.

2.) Adoption of the Minutes of November 18, 1986.

***M/S/C Adoption of Minutes as is.

3.) Commissioner/Staff reports

Phyllis Lyon commended Eileen Gillis for the excellent job on the Annual Sexual Orientation/AIDS Discrimination Report for FY 85-86.

Jacie Winnow introduced Tad Dunlap, an activist involved in the actions regarding Delta Airlines.

Jackie reported that Grant Mickins, Executive Director of the HRC, was the Keynote Speaker at an AIDS and the workplace conference in Denver; that for the first time, sexual orientation was included as a workshop topic for the International Organization of Human Rights Organizations.

Jackie announced that a meeting on women's health issues was being arranged with Flo Stroud of DPH and that many women active in women's health were involved, that the first San Francisco Committee meeting for the Second National March on Washington for Lesbian/Gay Rights in Fall 1987 will be held in January and she urged L/GAC members to take active roles; that she had attended a seminar on the Interaction Method

of holding meetings and would provide information at the next meeting.

Jackie thanked those who attended and/or donated to the benefit for the Women's Cancer Resource Center and wished everyone a Happy New Year.

Eileen Gillis reported on the current status of the City's Amicus brief in the Chadbourne vs. Ratheon case; that there had been a number of AIDS discrimination reports filed by employees of Neiman-Marcus department store; that the report on Sexual Orientation and AIDS/ARC Discrimination for the July-September 1986 quarter was ready and copies were passed around.

4.) Lesbian Issues

Jackie Winnow announced that Lesbian Issues would now be included on a regular basis in the agenda of L/GAC meetings.

Jackie reported on the meeting the women of L/GAC had regarding Senator Milton Marks' meeting on Lesbian Issues, during which members stated that statewide hearings should be held on discrimination against lesbians in a wide area of concerns in different geographical areas. The women also decided to meet on January 27th to determine L/GAC's Lesbian priorities.

5.) AIDS/ARC Matters

Norm Nickens reported that the State Department has proposed mandatory HIV testing for all of their employees and some dependent; that a decision on who is covered by Federal legislation for the handicapped could have far reaching effects for people with AIDS/ARC; that the Board of Supervisors under the direction of Supervisors Britt and Walker is looking into the problem of homeless people with AIDS; that Department of Social Service programs are in bad shape, but that the City is finally recognizing the extent of the housing problem.

Norm reported on the meetings of the Health Commission and the AIDS Activity Office of the Department of Public Health, that the first volume of the DPH report on AIDS dealt with existing programs and a second volume will present projected plans and programs.

There was a discussion of the communication problems between DPH/AAO and the ethnic minority communities.

6.) Old Matters

Larry Brinkin brought up the fact that the Chronicle still has a discriminatory obituary policy; that he sent an obituary for Chuck Solomon and that all references to non-blood relatives were deleted; that the Chronicle stated that the obituary notices were a free service offered by the paper; that L/GAC needed to take some action.

It was *** M/S/C that a meeting would be set up with the Chronicle to discuss their editorial policy on obituaries and make L/GAC's concerns known to them.

Lester Olmstead-Rose took over the chair from Phyllis Lyon as she had to leave early.

7.) New Matters

Tad Dunlap announced that Mobilization Against AIDS was soliciting community input on a possible boycott of Delta Airlines because of their record of discrimination against lesbians and gay men and particularly people with AIDS; that Delta Airlines Management had recently also

gained control of Western Airlines.

Jackie Winnow passed out copies of the Wall Street Journal article detailing Delta's policies.

There was a discussion of HRC jurisdiction and L/GAC's plan of action and it was decided that Delta would be invited to the next L/GAC meeting to present their side of the policy. Since Delta has a lease with the City, they fall under Chapter 12C of the San Francisco Administrative Code, which makes it illegal to discriminate the basis of sexual orientation and physical handicap.

Jackie Winnow announced the upcoming one day conference, "SAY THE WORDS" being organized by the Lesbian Violence Conference Committee of Woman, Inc. It was *** M/S/C that L/GAC would become a sponsor of the conference; a pledge form for donations was passed around.

Jackie Winnow spoke about next year's National March for Lesbian/Gay Rights and a discussion ensued about what L/GAC would do. It was *** M/S/C that L/GAC would commit the \$160.00 in hand and pledge to raise airfare for two people, a woman and a man from L/GAC and staff, to attend the march.

8.) Announcements

The announcement/flyer folder was passed around.

Priscilla Alexander expressed her concern that the Chronicle was continuing to scapegoat prostitutes as transmitters of AIDS and that she has written to on several occasions.

Gail Roberts announced that the Employment Committee of the HRC had asked HRC to investigate a certain perspective contractor, at San Francisco General Hospital building the AIDS research unit, for non-compliance in affirmative action.


9.) Calendar Matters

The next meeting of L/GAC will take place January 20, 1986 at 5:30 p.m. in Room 1202, State Office Building, 350 McAllister Street.

SFUSD

December 16, 1986

TO: Commissioners
Human Rights Commission

FROM: Joan Haskin- Administrator 
Health Programs

Please find attached a summary of my responses to your memo of November 24, 1986.

Thank you for the opportunity to discuss these issues. They have been a concern of all of us. The Superintendent has been clear that he is supportive of a wide range of educational efforts. He also is clear that attention must be given to the District's fiscal problems. Good planning and cooperation, however, can lead to continued implementation of no cost items. Some of those are what I want to call attention to today in my remarks.

JH:jb1

I. Drop Outs, Homeless Youth

1. Dr. Ana Horta, coordinator of Pupil Services has said that statistics are not kept.* She is willing to discuss this further. However, it is certainly an issue for 6-8 students with RAP program-- these are students who do not function in regular school settings and have been assigned to the RAP Center.
2. Youth are admitted to school using Larkin Street as an address, and there is a part time teacher there.
3. Ira Sachnoff, Director of the Peer Counseling Centers, includes gay issues as part of his training of students; the issues do arise, and student counselors are dealing with them.
(Ira Sachnoff 626-1942)
4. I spoke with Jennie Chin-Low (565-9552) Administrator for: Pregnant Minors
Postal St. Academy
Real Alternative (RAP)
In October she had Bernie Wagner from Pacific Center speak to all the teachers and counselors of all Project Stay At School Centers in order to give information about speakers, and raise awareness of staff.

II. Harassment/Discrimination

1. Mr. Figone felt that an Addendum to the "School Crime Reporting Form" was not necessary. What should be done is to increase awareness that the first classification "Menace" would be appropriate to use. This should be addressed during orientation of head counselors. I'll refer to this later.
2. Anti slur policy: This has been adopted by the Board as requested. It will be included in the student Behavior Handbook:
Target Date: March 11, 1987, 1st Draft
 - Present to Teachers and Administrators
 - Present to Students, Teachers, Community
 - Inservice with Administrators and Teachers
 Ron Albers sits on the committee that is developing the Handbook. Use him to assure your views are presented. This will be especially important around the inservice.
 - (1) Insure the inservice is done
 - (2) Insure that gay issues are highlighted

* refers to whether gay issues were-involved with these students.

III. Gay/Lesbian Issues- Inservice/Curriculum

1. A liaison person has been appointed (Haskin)
2. CUAV has received any assistance they have requested from this office. Chris Nunez reported to you in September.
3. "Demystifying Homosexuality" was distributed as requested.
4. Out of 34 teachers of High School Family Life Education, 24 have had four days of inservice on FLE/AIDS since October 1. This a joint training effort of the San Francisco Unified School District and San Francisco Department of Health. In addition, 40 middle school science teachers have had the same training. They represent all 16 middle schools, and all 3 grade levels. Fifth grade teachers will be trained in March.
5. An AIDS information session was held for all elementary principals on October 15, 1986, and for all middle school principals on October 14, 1986. The sessions were conducted by Dr Dennis McShane. High school principals and staff were reached in May, 1986.

Inservice needs to be planned for faculty and counseling staff and is referred to in the inservice recommendations.
6. All high schools have Family Life Education classes at the present time.

Curriculum

1. The Health and Family Life Education curriculum is being infused into the science curriculum in grades K-8 for several reasons, the major one being that Health is such a low priority that if you do not attach it to something you lose it. This happened in 1976 and it took until 1983 to get it back. We're still playing "Catch Up." We now have a corps of middle school science teachers who have had 4 days of training and who are very enthusiastic. They have the ETR manuals, and will all receive the new AIDS/STD curriculum when the pilot period is completed.
2. This is an adoption year for Science/Health texts, and those materials are in schools, K-6, or will soon be there.

3. Core curriculum learning outcomes will be ready for review by March. Broad Community input will be part of the review process along with response from teachers, parents, and education professionals. Teaching the core curriculum is not optional. It is the minimum of what shall be taught at each grade level to every child. The Core Curriculum will be presented to the Board, and when adopted they become official policy.
4. The subject of AIDS is taught in the context of STD's, and sexual behavior:
 - Taking responsibility for behavior, including use of the condom
 - Decision making
 - Refusal skills

IV. Counseling

1. CUAV is developing a counseling resource list for referral of students.
2. Identification of a school staff member able and willing to deal with sexuality related inquiries: This is discussed in the recommendation section.
3. The Peer Counseling Program was referred to under Section I. The issues do arise and the peer counselors are trained to deal with them.

RECOMMENDATIONS

I. Drop Outs, Homeless Youth

1. CUAV to contact Jennie Chin-Low re Gay/Lesbian speakers bureau.
2. Address a letter to Linda Davis, Deputy Superintendent (cc Haskin) asking that she discuss with you and Don Barfield ways of tracking students whose attendance/drop-out problems include gay issues.

II. Harassment

1. Use Ron Albers to insure your views are presented and included at all phases of development, distribution and implementation of the Student Behavior Handbook.
2. Insure that a clear process is identified for student reporting of slurs/harassment.

III. Inservice

1. January 30, 1987 has been designated as a staff inservice day. I would suggest that you might develop a written outline of an hour presentation and offer it to Principals to consider as part of their inservice agenda. I would be happy to review the outline, and make suggestions if needed.
2. Consider inservice to outreach counselors (list attached). They are funded with Drop-Out Prevention monies, and may be a good resource to use to do prevention.

IV. Counseling

1. Contact Dr. Ana Horta, Supervisor of Pupil Personnel Services.
 - (1) Arrange to speak with all the Head Counselors to express your concerns and identify things you can do about harassment, reporting, etc.
 - (2) Contact Outreach Counselors- they are funded with Drop-Out Prevention money. (Howard Blonsky 565-9620)
 - (3) CUAV might contact Jenny Chin Low, to inform her of Gay-Lesbian Speakers Bureau.



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Office of Minority/Women Business Enterprise

Office of Contract Compliance

Office of Dispute Resolution

LESBIAN/GAY ADVISORY COMMITTEE

Date: Tuesday, January 20, 1987
Time: 5:30 to 7:30 p.m.
Place: 350 McAllister Street
Room 1202
San Francisco

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AGENDA

1. Adoption of the Minutes of December 16, 1986
2. Commissioner/Staff Reports
3. Discussion of L/GAC's possible recommendations regarding SFUSD
4. Discussion on Domestic Partnerships
5. Lesbian issues
 - Report on Senator Marks' meeting
 - Report on women's health meeting
 - Other
6. AIDS/ARC issues
 - AIDS/ARC priorities for 1987
7. Old/New Matters
8. Announcements
9. Calendar Matters

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

NOTE: L/GAC meetings are open to the public and public discussion may be heard at the discretion of the Chair.

jw

LESBIAN/GAY ADVISORY COMMITTEE
MINUTES OF
January 20, 1987

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 * NEXT MEETING *
 * DATE: February 17, 1987 *
 * TIME: 5:30PM-7:30PM *
 * PLACE: State Office Building *
 * 350 McAllister Street *
 * Room 1200 *
 * San Francisco, CA. 94102 *

Committee Members Present: Larry Brinkin, Sheila Coughlin, Jerry Dunbar,
Christopher Grubbs, Tony Henry, Ruth Hughes,
Marty Kashuba, Commissioner Phyllis Lyon, Lester
Olmstead-Rose, Marcy Rein, and Darrell James Yee.

Committee Members Absent: Sal Rosselli (excused), Dan Turner, and Carmen
Vazquez (excused).

Staff: Eileen Gillis, Norm Nickens, Kris Perry (intern)
Gail Roberts and Jackie Winnow.

The meeting was called to order by Commissioner Phyllis Lyon at 5:40 p.m.

1). Adoption of the Minutes of December 16, 1986.

***m/s/c Adoption of Minutes as is.

2). Commissioner/Staff reports

Phyllis Lyon reported that Esta Soler and George Suncin were re-elected as
Chairperson and Vice-Chairperson of the Human Rights Commission.

Jackie Winnow announced that a representative from Delta Airlines will be
attending the next L/GAC meeting, as will Mara Rosales of the City Attorney's
office and Peter Wardoza of the San Francisco Airport to observe. Also,
Jackie will distribute copies of the letter she sent to Delta inviting them
to our next meeting.

L/GAC donations to WOMAN, Inc. to sponsor the "Say the Words" conference
were sent, however, the conference has been moved from January to May.

Jackie also reported that the HRC letters to Superintendent Bill Honig
and the State Department of Education were finished and will be sent soon,
and that Eileen Gillis' letter of commendation has been sent.

Jackie Winnow announced the results of the Lesbian/Gay task force meeting
with United Way: CUAV has been accepted as a new member agency with United
Way, a Board level Lesbian/Gay Committee is being formed, a special target
population funding committee for Lesbian/Gay concerns is being established;
an extra \$50,000 has been distributed to agencies with Lesbian/Gay concerns;
and United Way has begun meeting with AIDS service agencies to establish
a working, contracted relationship.

Thanks to Mab Maher for her work at HRC while on Project 20. Eileen also
noted that a large, outreach campaign to the lesbian community had begun re-
garding to sexual orientation discrimination.

3). Discussion of L/GAC's possible recommendations regarding SFUSD.

L/GAC should stay informed of "in-service" training dates and ask to be included as speakers; a follow-up/assessment of these "in-service" trainings to determine their effectiveness should be instituted.

An L/GAC representative should be sent to the core-curriculum hearing in March to urge SFUSD to include a mandatory unit on AIDS and/or Lesbian/Gay lifestyles. Joan Haskin should be asked to send us a copy of the proposed curriculum, and exactly when the hearings are.

The incident form should be amended to include a whole section on racial, sexual and anti-Gay violence instead of relying on the category "menace" in order to improve clarity.

It was decided that a letter would go to Superintendent Cortines and Joan Haskin commending them on the work done thus far and urging further innovations regarding the Lesbian/Gay community.

Ruth Hughes and Norm Nickens stressed the concerns of other minority groups by pointing out that Lesbian/Gay concerns frequently are being prioritized or seen as being prioritized at the expense of addressing other minority issues. Coalition work was one solution offered as a possible remedy to the divisions between Lesbian/Gay groups and other minority groups.

4). Discussion on Domestic Partnership

Jackie Winnow provided background information about HRC's position on domestic partnerships. HRC endorsed the concept on August 12th and September 2 of 1982 and endorsed the Ordinance on November 18, 1982.

Larry Brinkin extended L/GAC's support of the domestic partnership ordinance to Harry Britt's office. They expressed interest in working with us in the future.

The ordinance would make it possible for couples living together for at least 6 months to register with the City as domestic partners. Although benefits from this registry would only be extended to City employees, it would set a precedent for other cities and private businesses.

Lester Olmstead-Rose emphasized that domestic partnerships are a civil rights issue, not exclusively a Lesbian/Gay issue. Ruth Hughes stated that Harry Britt should outreach to various minority communities to see how they would be effected by such an ordinance.

5). Lesbian Issues

Phyllis Lyon gave some background information about the first meeting with Senator Marks. Property rights, health care issues, and public hearings for domestic partnership were discussed. In the last meeting elder rights were discussed and the domestic partnership discussion was continued.

Ruth Hughes emphasized Senator Marks' commitment to helping the Lesbian and Gay community. The next meeting will be February 2, 1987 at 5:30 p.m.

Jackie Winnow gave some background information on the status of the women's health committee, which met January 13th, 1987. She explained that in February of 1985 panelists from the women's health community addressed concerns of the L/GAC.

Pat Norman of DPH responded to L/GAC's concerns by establishing a committee of women at DPH to push for a women's health coordinator. On July 30, 1985 she submitted a formal proposal to DPH to hire a women's health coordinator.

Since this time Flo Stroud has established a new women's health committee which does not include members from the group which had worked with Pat Norman. This new group knew nothing of the first group and were focusing their effort

on creating a women's resource directory. The new group did not know of Pat's proposal for a women's health coordinator.

At this meeting it became evident that nothing was currently being done to maintain women's health agencies in S.F. and that some plan of action was in order. The members of the group committed themselves to the following:

1. Fran Miller will report back to this group after she meets with the DPH Women's Health Committee.
2. Send mailing list of this meeting to Flo Stroud who will add us on to mailings of the DPH Women's Health Committee.
3. Flo will send proposal to Jackie who will then send to everyone.
4. New DPH's Women's Health Committee should investigate women's issues/ services so that DPH will reprioritize (For example, contract with existing agencies on diseases affecting women e.g. Epstein-Barr).
5. AIDS Program access to women with dependents Flo Stroud will attend to this in cooperation with Nancy Shaw.
6. Flo Stroud will talk to staff at H.C. #1 and #5 about programs or give to other agencies (i.e. Lyon/Martin).

6. AIDS/ARC Issues-Priorities for 1987

Norm Nickens reported that Austin, Texas is the first town outside of California to adopt an AIDS discrimination ordinance. West Hollywood currently has a challenge to their ordinance on preemption and exclusion grounds.

Norm discussed his ideas for HRC AIDS/ARC priorities for the coming year. He stated that there are currently 1200 people with AIDS in San Francisco and that will increase to 1500 by June.

Norm's priorities for 1987 were housing and a continuing focus on underserved populations. Jackie strongly stressed that the top priority should be expeditious investigation of complaints of discrimination as that is HRC's mandate and outreach about the existence of the legislation. Eileen added legislation and attention to reasonable accommodations. Norm will bring a finalized list of priorities to our next meeting for approval.

He also announced that the CDC has a new definition for HIV infection. It will include a scale for severity from 1 to 4, to include people with ARC. It will go into effect in May.

7). Old Matters

Larry Brinkin, Chris Grubbs, Phyllis Lyon, Richard Bell, and Jackie Winnow will be meeting with the Chronicle regarding their obituary policy.

Eileen Gillis stated that she is still working on the Neiman-Marcus investigation complaint.

Lester Olmstead-Rose distributed a resolution from the Alice B. Toklas Democratic Club that the Pope is not welcome in San Francisco. Discussion of L/GAC and HRC role in the matter ensued.

Lesbian/Gay Advisory Committee
Minutes of the Meeting of January 20, 1987
Page 4

8). New Matters

***m/s/c that L/GAC strongly supports the recruitment for someone to fill Pat Norman's position at DPI as the Lesbian/Gay Coordinator and will inform the Health Commission accordingly.

9). Calendar Matters

The next meeting of L/GAC will take place February 17, 1987 at 5:30 PM in Room 1200, State Building, 350 McAllister Street.

JW:KP:bclp
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City and County of San Francisco

Human Rights Commission

Office of Contract Compliance

Office of Dispute Resolution



LESBIAN/GAY ADVISORY COMMITTEE

Date: Tuesday, February 17, 1987

Time: 5:30 to 7:30 p.m.

Place: 350 McAllister Street

Room 1200

San Francisco

AGENDA

1. Adoption of the Minutes of January 20, 1987
2. Delta Airlines
Representatives from Delta Airlines will be discussing their policies and actions regarding Lesbians/Gay and AIDS/ARC clients and personnel.
3. Commissioner/Staff Reports
4. AIDS/ARC issues
 - AIDS/ARC Priorities for 1987 - Norm Nickens
 - Report on Ribavirin - Richard Bell
5. Lesbian issues
 - Report on Lesbian Agenda Conference - Kris Perry
6. Old/New Matters
7. Announcements
8. Calendar Matters

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L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

NOTE: L/GAC meetings are open to the public and public discussion may be heard at the discretion of the Chair.

JW

LESEBIAN/GAY ADVISORY COMMITTEE

Minutes of
February 17, 1987

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* Next Meeting *

MAR 23 1987

* DATE: Tuesday, March 17, 1987 *

* TIME: 5:30 PM-7:30 PM *

* PLACE: State Office Building *

* 350 McAllister Street *

* Room 1200 *

* San Francisco, CA. 94102 *

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Committee Members Present: Larry Brinkin, Sheila Coughlin, Jerry Dunbar, Christopher Grubbs, Tony Henry, Commissioner Phyllis Lyon, Lester Olmstead-Rose, Marcy Rein, Commissioner Sal Rosselli, Dan Turner.

Committee Members Absent: Ruth Hughes, Marty Kashuba (excused), Carmen Vazquez, Darrell Yee (excused),

Staff: Richard Bell (intern), Laura Fenamore (intern), Eileen Gillis, Pat Goldman (intern), Martin Lee (intern), Norm Mickens, Kris Perry (intern), Gail Roberts, and Jackie Winnow.

Guests: Tom Alleman (S.F. Sentinel), Jason Archambeau (Delta), Bill Berry (Delta), James Callison (Delta), Gene Hyde (Delta), Arthur Lazare, Bob Marshall (S.F. Sentinel), Boyd McKenzie (Delta), Arthur O'Donnell (Bureau of National Affairs), Mara Rosales (City Attorney's Office).

The meeting was called to order at 5:35 pm by Commissioner Sal Rosselli.

1). Adoption of the minutes of January 20, 1987.

There were two corrections to the minutes proposed by Commissioner Phyllis Lyon: that on Page 1, the WOMAN, Inc. conference be amended to read April to May, not January to May, that on page 2, the third paragraph under the heading, Domestic Partnership, be amended to read, "The ordinance may make it..," and not, "The ordinance would make it...."

****m/s/c Adoption of Minutes as amended.

2). Meeting with representative of Delta Airlines.

The first speaker for Delta Airlines was James W. Callison, Senior Vice-President, General Counsel and Secretary. Mr. Callison introduced the other people from Delta, Mr. Boyd McKenzie, Station Analyst, Mr. Jason R. Archambeau, Senior Attorney, Mr. Gene Hyde, District Director Marketing, and Mr. Bill Berry, Public Relations.

Mr. Callison spoke first in general terms about Delta Airlines, enumerating its five basic characteristics. They were that Delta exists to provide the best possible service; that Delta is a people-oriented company; that safety is a paramount consideration, that Delta is human and can make mistakes, and that they stress a policy of non-discrimination in every aspect of their business. Mr. Callison went on to discuss Delta's policies in regard to people with AIDS, which states that people with AIDS are treated in exactly the same manner as other passengers with serious illnesses, that Delta had distributed educational material concerning AIDS, and that Delta has non-discrimination policy toward people with AIDS.

Mr. Callison then discussed the Ageloff case. He stated that the media reporting had been sensational and inaccurate. He wanted to make clear that accident claims were handled by the insurance company, not by Delta, and that the question of Scott Ageloff's lifestyle never entered the trial until it was introduced by the Ageloff family attorney. Mr. Callison then spelled out some of the legal aspects of the case arriving at the conclusion that some of the arguments made by Delta's insurance counsel were inappropriate. He then quoted from a letter Delta had sent to Mobilization Against AIDS, which stated: "We sincerely apologize for any statement or argument by those attorney's which may have implied, or been perceived by anyone to mean, that the value of a human life is affected by an individual's lifestyle. This is indeed contrary to Delta's belief, position, and past actions."

The next speaker was Mr. Doyd McKenzie who discussed Delta's policies and procedures relative to the transportation of people with AIDS. Mr. McKenzie spoke about Delta's policies in regard to the transportation of people with serious illnesses. These guidelines apply also to people with AIDS. He stated there were two overriding concerns; that the disease not be contagious and that it not present an undue risk to the other passengers or flight crew. He stated that there is the requirement that a physician's statement is required for seriously ill people. There is a FAA requirement that those persons in need of oxygen have a physician's statement stating their specific need and flow rate. Delta has specific guidelines about who can fly alone, who can fly with an attendant (nurse, family member, etc.) and who cannot fly.

The third speaker was Mr. Jason Archembeau. Mr. Archembeau spoke specifically to the case of Mark Sigers. He first spelled out the three criteria that Mr. Sigers had met on his initial flight from San Francisco to Atlanta. They were: 1). that a physician's statement be supplied, 2). that the passenger was able to provide for his own needs during the flight, and 3). that the passenger be able to complete the flight safely to destination. Mr. Sigers' doctor's statement said that he would probably require oxygen, especially at higher altitudes, and gave the flow rate data required by the FAA. Mr. Archembeau said that because Mr. Sigers was accompanied by his brother and sister-in-law, he required no special care by the flight crew of Flight #156 from San Francisco to Atlanta.

On August 5, 1986 Mr. Sigers was accompanied to the plane and boarded by his brother and sister-in-law, who then left the plane. The flight attendant in charge recognized Mr. Sigers from the flight from San Francisco to Atlanta and spoke to the captain about the fact that he was unaccompanied. The captain made the decision to de-plane Mr. Sigers for three reasons: the first was that the captain observed that Mr. Sigers could not raise himself from a sitting position without assistance, the second was that the physician's statement stated the Mr. Sigers might require oxygen, and the third was the statement by the flight attendant in charge that on the flight from San Francisco to Atlanta Mr. Sigers was not able to care for himself. The captain then proceeded to find the people who had accompanied Mr. Sigers but was unable to do so. The captain felt he had no alternative but to de-plane Mr. Sigers.

Commissioner Sal Rosselli then asked Mr. Callison for copies of the panel's statements and a copy of the bulletin that had been sent to all Delta employees and opened the meeting to questions.

Commissioner Rosselli asked the panel to define "serious illness." Mr. McKenzie defined it as any life-threatening illness, for example, anyone who has hepatitis, cancer, etc. that may impede a passengers taking care of him/herself in flight or any disease more serious than the common cold. Delta requires a physician's statement for communicable childhood diseases, such as mumps.

Larry Brinkin asked whether or not Delta had a non-discrimination policy in regard to sexual orientation. Mr. Callison replied that they had no policy per se but that they just didn't discriminate. He stated that they had broad non-discrimination policies and didn't want to add to a list. Mr. Brinkin asked if Delta had considered adding Lesbians and Gay men to the non-discrimination categories. Mr. Callison replied that to his knowledge it had never been considered as a policy change.

Mr. Tony Henry asked if there was a written non-discrimination policy. Mr. Callison replied that there are written policies of various types, such as employment, but only as required by law. Mr. McKenzie replied that there were internal operating manuals that stated all passengers would be transported who had the mental and physical capacity to be transported. He stated it included everyone without spelling out specific groups.

Mr. Arthur Lazere asked if they had written policies, specifically in regards to employment, that covered categories such as religion, nationality and gender. Mr. Callison replied that those policies existed but they were written in terms of existing Federal law.

Ms. Jackie Winnow pointed out that Delta had a San Francisco International Airport lease and was constrained from discriminating on the basis of sexual orientation at least in S.F. Ms. Winnow strongly expressed her concern that a decision was made to de-plane Mr. Sigers without anyone having spoken to him. Mr. Archenbeau said they assumed that the captain spoke to Mr. Sigers but must be most concerned about Mr. Sigers safety and well-being. Mr. Callison replied that they must leave the final decision up to the local people and assume that they will make the best judgement.

Mr. Brinkin asked how the captain made the determination that Mr. Sigers couldn't rise from his seat without help. Mr. Callison replied that they had complete written statements from everyone involved but those statements, couldn't include every detail.

Mr. Brinkin then asked what an openly Gay Delta employee who felt he was being discriminated against could do to remedy that situation. Mr. Callison replied that Delta had an open-door policy, which meant you could go to your supervisor and if you were not satisfied you could go right up the ladder until you felt satisfied that the situation had been dealt with. He further stated that because Delta was a non-union company they didn't have the same procedures that a union would require but he felt Delta's policies were more open and fair. Mr. Gene Hyde responded that there were several openly Gay people working for Delta in San Francisco and that if anyone knew of a case of discrimination they should bring it to him and he would certainly investigate it.

Mr. Henry stated that in Delta's apology regarding the Ageloff case that Delta's lawyer's statement reads that their actions "may" have been inappropriate, that Delta spokesman were now saying the statements were inappropriate and that he would like some clarification. Mr. Callison replied that the statements were inappropriate and that the counsel for Delta's insurers agreed that the statements were inappropriate. He stated that there were lots of legal issues involved that may cause statements to be worded in a more cautious manner.

Mr. Christopher Grubbs raised several questions concerning the overly aggressive actions of Delta's lawyers to get information on people involved in a lawsuit and that there were hidden goals to scare people out of filing a suit. Mr. Callison replied that the United States had an adversarial legal system and that Delta's insurance lawyers were following standard legal practice to uncover relevant material. He further stated that Delta was content with their insurance claims company and that this was a case of a single lawyer overstepping his bounds. He stated that Delta had registered a formal complaint with the insurance company concerning the handling of the Ageloff case.

Ms. Winnow raised several questions concerning the different handling of the Ageloff case and some others in that the primary concern seemed to center around issues of lifestyle and not life expectancy. Mr. Callison replied that the Ageloff case was handled in the normal manner and that all material uncovered was routinely processed. He stated that he felt it was unfortunate but that it was part of our adversarial legal system.

Ms. Eileen Gillis expressed concern that a man judged to be extremely ill was left on his own and that he had trouble booking another flight. Mr. Archaubeau stated that Mr. Sigers' brother was paged and returned to the boarding area. He further stated that the determination was made that Mr. Sigers would need an attendant and if that condition was met he could fly on Delta at any time.

Mr. Henry asked several pointed questions in reference to Delta's lawyers use of lifestyle issues in influencing the determination of life expectancy. Mr. Callison replied that a person's lifestyle would not be raised to determine life expectancy. Under further questioning, Mr. Callison admitted that Delta had no official written position on this matter, but it was a generally accepted policy.

Ms. Shelia Coughlin raised the question as to how this information was uncovered and if it was routine to obtain medical background information. Mr. Callison replied that there were very few standard procedures in this area, but rather that different approaches were used to get any necessary information.

Ms. Phyllis Lyon asked why Mr. Sigers' family was not contacted until after he had been de-planed and not immediately upon discovery that the captain felt there was a problem. Mr. McKenzie replied that there are unusual problems at the airport in Atlanta; that the captain did try to contact Mr. Sigers' family; that they returned to the boarding area as soon as they were contacted.

Mr. Christopher Grubbs remarked that Delta had just acquired Western Airlines and asked if Delta's policies would be extended to cover Western. Mr. Callison replied that as of April 1, 1987 Western would be completely adopted by Delta and would cease to exist as a separate entity.

The discussion then turned to the specifics of what action Delta airlines was going to take. The discussion covered four main areas:

- 1). Delta needs to publicly apologize for its actions and that the letter to Mobilization Against AIDS was totally insufficient. Mr. Callison replied that Delta felt it had complied with this request. Several committee members voiced strong objections to this statement and attempted to impress L/GAC's position on Mr. Callison.

- 2). Delta needs to firmly commit itself to an education program about AIDS for its employees. Intra-company correspondence and the September/October 1985 "Human Factors Bulletin" do not compromise an education campaign. Mr. Callison responded that this was only the first step but could offer no elaboration as to what was planned for the future. Mr. Lester Olmstead-Rose pointed out to the representatives of Delta that L/GAC was providing them with numerous ideas that they could act upon and were practically forming a plan of action for them. Mr. Callison replied that he would certainly take the suggestions back to Atlanta.

- 3). Delta should make an appropriate gesture to support the fight against AIDS. Although in agreement with this suggestion, Mr. Callison could offer no concrete action that had been taken and replied that he could not speculate on what would be done in the future.

- 4). Delta needs to specify its corporate policies in regard to discrimination on the basis of sexual orientation and in regard to people with AIDS. Mr. Callison again pointed out that Delta had broad non-discrimination policies but would possibly consider adding sexual orientation. He reported that Delta had been working with the Center for Disease Control and AIDS Atlanta; that Delta's policies towards its employees was a paternalistic one; that employees with terminal illnesses could work as long as they were physically able.

Several committee members tried to strongly impress on the representatives from Delta that the HRC was mandated by law to protect the rights of Lesbians and Gay men and people with AIDS. Committee members also presented the case that Delta had received a great deal of bad publicity and it would be in their interest to correct the situation. Mr. Callison ended by saying he was grateful for the chance to meet with L/GAC and that he would bring its concerns back to Atlanta with him.

After the departure of the Delta representatives the discussion continued. Ms. Mara Rosales of the City Attorney's Office spelled out the parameters of action that, in her opinion, the HRC could take. She stated that Delta would not waive the right to pursue any avenue of investigation in pursuit of defending themselves against a lawsuit; that the HRC could probably not force Delta to take the initiative in any of the areas discussed, that Delta wants its policies written in as broad and vague language as possible for their own self-interest; that the HRC had only the power to investigate and negotiate, but did have enforcement power under Chapter 12C.

The discussion ended with general agreement that L/GAC was dissatisfied with Delta's response to its concerns; that L/GAC would continue to monitor the situation and apply pressure to Delta, that L/GAC would send a letter to Delta detailing our concerns and requesting a written response; and that it would continue its discussion at the next meeting.

3). Commissioner/Staff Reports

Jackie Winnow reported that there were a number of interns at the meeting. She introduced Laura Fenamore and Martin Lee. She announced that Pat Goldman and Kris Perry may be working at L/GAC over the summer.

Jackie announced that beginning in March she would begin a four day work week; that her day off would be a floating one depending on the workload at HRC.

Jackie Winnow reported that we had received a negative response from the S.F. Chronicle to our request for a meeting; that L/GAC was going to pursue the matter until it is satisfied.

Jackie announced that the Brown Act (open meeting law) had been amended and extended. Among the noteworthy changes were that all boards and commissions post an agenda at least 72 hours before the meeting in a public place; that no action shall be taken on any item not appearing on the posted agenda, that before making a decision the audience must be asked to comment.

Jackie announced that the Friends of the HRC would be making their annual awards in June and they need submission of names by March 23rd for people to be considered.

Jackie announced that L/GAC membership run from March to March and current members would be re-instated unless she was notified otherwise.

Jackie reported that Dr. Werdegard had committed DPH to the position of Lesbian/Gay Health Coordinator as vacated by Pat Norran and the person would report to him. The next step is an expeditious hire.

4). AIDS/ARC Issues

Norm Nickens asked the committee's approval of the AIDS Goals and Priorities.

It was ***m/s/c that the goals be approved as is and request HRC adoption.

Norm announced that the City had released its next budget on AIDS and he wished to discuss it at the next L/GAC meeting; that there was an upcoming

conference in Atlanta on Women, children and Heterosexuals with AIDS and that L/GAC would have a report at its next meeting by Dr. Pat Evans.

Marcy Rein reported that the CDC is sponsoring a conference on public and private AIDS antibody testing policy, Norm announced that DPH and several local attorneys will be attending. Marcy also announced that the Federal Protective Service had issued a deadline for dispersal of the AIDS/ARC Vigil; that the deadline had passed and no action had yet occurred; that if arrests occurred the Vigil was requesting a demonstration at the site within 24 hours.

Richard Bell spoke briefly on the issue of legalization of the drug Ribarvarin; that there had been problems at the Mexican border bringing the drug in; that people needed to put pressure on the FDA to expedite testing and licensing of the drug; and he would get back to L/GAC with a proposal for action.

5). Lesbian Issues

Kris Perry reported on the upcoming Lesbian agenda conference, that at the present time there were no lesbians of color involved in the planning; that people should be aware of this and help recruit lesbians of color for the crucial planning stages of the conference.

6). Old Matters

There was no discussion on old/new matters.

7). Announcements

The announcement folder was passed around.

8). Calendar Matters

The next meeting of the L/GAC will take place on Tuesday, March 17, 1987 at 5:30 pm in Room 1200, State Office Building, 350 McAllister Street.

City and County of San Francisco



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3/17/87

Human Rights Commission

Office of Minority/Women Business Enterprise

Office of Contract Compliance

Office of Dispute Resolution

LESBIAN/GAY ADVISORY COMMITTEE

Date: Tuesday, March 17, 1987
Time: 5:30 to 7:30 p.m.
Place: 350 McAllister Street
Room 1200, State Building
San Francisco

AGENDA

1. Adoption of the Minutes of February 17, 1987
2. Dr. Pat Evans, Associate Medical Director of the AIDS office, will speak about the recent CDC Conference on Heterosexual AIDS Transmission and women and children with AIDS
3. Commissioner/Staff Reports
4. Nominations for the Friends of the Human Rights Commission Human Rights Awards
5. Further discussion and action regarding Delta Airlines
6. Lesbian Issues
 - Adoption of priorities
 - Other matters
7. AIDS/ARC issues
8. Old/New Matters
9. Announcements
10. Calendar Matters

RECEIVED

MAR 17 1987

SAN FRANCISCO

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

NOTE: L/GAC meetings are open to the public and public discussion will be heard at the discretion of the Chair after the item has been discussed and prior to adoption.

Protective Service has issued a warrant for the arrest of the following persons:

Lesbian/Gay Advisory Committee

Minutes of

March 17, 1987

MEETING

DOCUMENTS DEPT.

APR 24 1987

Date: Tuesday, April 21, 1987

Time: 5:30 - 7:30 p.m.

SAN FRANCISCO
PUBLIC LIBRARY

Place: State Building
350 McAllister Street
Room 1200
San Francisco, CA

Committee Members Present: Larry Drinkin, Sheila Coughlin, Tony Henry, Marty Kashuba, Commissioner Phyllis Lyon, Marcy Rein, Commissioner Sal Rosselli, Carmen Vazquez, and Darrell Yee.

Committee Members Absent: Jerry Dunbar (excused), Christopher Grubbs (excused), Ruth Hughes (excused), Lester Olmstead-Rose (excused), and Dan Turner (excused).

Staff: Richard Bell (intern), Mileen Gillis, Norma Dickens, Kris Perry (intern), Gail Roberts, and Jackie Winnow.

Guests: Dr. Pat Evans, DPH AIDS Office, Priscilla Alexander

The meeting was called to order by Commissioner Lyon at 5:35 p.m.

- 1) W/L/s/c Adoption of the minutes of February 17, 1987, with complements to Richard Bell for a difficult job well done.
- 2) Dr. Pat Evans, Associate Medical Director of the AIDS office

Norm Dickens introduced Dr. Pat Evans, explaining that she would address heterosexual and pediatric transmission of AIDS. Dr. Evans distributed a pamphlet from the "Women, children and Heterosexuals Conference" recently held in Atlanta. Dr. Evans also commented on her concern over the lack of participation by Central Africa and the papers presented by people from New York, New Jersey, Miami and San Francisco.

Dr. Evans made several points, including the fact that there are currently 3,000 heterosexual cases of AIDS in NYC alone, which thereby increases the frequency of childhood cases. Since most heterosexual people aren't considered high risk for HIV infection, many heterosexual AIDS cases to unnoticed; this could also be attributed to CDC criteria.

Dr. Evans continued by pointing out that in Miami 90% of AIDS cases are perinatally transmitted and the children usually die between ages 3-12 months. These children become extremely ill, usually with bacterial infection, pneumonias and ear infections. Treatment for children is arduous, and they are beginning to used IV gamma globulin.

She also stated that in NYC, AIDS is one of the greatest killers of women between ages 20-29, and is the highest killer of men between ages 25-29. This may be due to the new phenomenon of "rent shops" which accompany shooting galleries and have increased the usage of "dirty works" and spread of the AIDS virus by renting, used needles to heroine users.

Dr. Evans then proceeded by discussing heterosexual AIDS education. She noted that education about AIDS is frequently geared towards women, and is usually about prevention rather than treatment. (Dr. Evans also asserted that it's cheaper to prevent AIDS than to treat AIDS.) DPH of S.F. is

trying harder to reach heterosexual and racial/ethnic minorities. This is due to the fact that in the past 1-1½ years, many different kinds of people are finally beginning to realize that they can get AIDS. This explains why there is currently a 6 week wait at alternative test cites.

DPH is currently doing a needs assessment on how to best reach minority communities. They have discovered so far that San Francisco's minority populations are hard to reach because they don't know how to use the system as well as other populations (and the system is not meeting their needs.)

Dr. Evans proposed some possible outreach methods including distribution of free condoms, linguistically relevant media spots and utilizing youth and minority groups members in the educational process.

A long question and answer period then ensued, touching on a variety of issues such as artificial insemination; breast feeding, prostitution and the pros and cons of distributing free needles.

3) Commissioner/Staff Reports

Phyllis Lyon announced that DPH has offered Pat Norman's position as Lesbian/Gay Health Coordinator to someone but as yet she has not responded. The HRC passed the AIDS priorities for 1987.

Jackie Winnow announced that all members of L/GAC will continue through 1987. She also announced that the DPH will be holding public hearings on women's health issues.

Jackie announced that Richard Bell would be leaving in May and Kris Perry may stay on for the summer.

Eileen Gillis announced that Gar Traynor has died of AIDS.

4) Nominations for the Friends of the Human Rights Commission Human Rights Awards.

Jackie Winnow announced that she, Eileen Gillis and Ron Braithwaite had recently brainstormed for names for nominations. Jackie reasserted the importance of these nominations in light of the fact that no lesbian or gay person has ever received the award.

It was ***m/s/c that Arthur Lazarre be nominated in the business category, that Priscilla Alexander and Brandy Moore be nominated in the Government category, that George Mendenhall be nominated in the Media/Arts category and that Roger Shipley be nominated for the labor category.

5) Further discussion and action regarding Delta Airlines:

Phyllis Lyon read aloud from James Callison's response to the meeting with L/GAC. Jackie Winnow then read our letter to them and it was confirmed that Delta not only wasn't responding to our letter but had yet to act on the demands we had made at the January meeting. It was decided to write to Delta a second time restating our demands and insisting on an expeditious, relevant response. A discussion of the appropriate use of Brown Act was discussed.

6) Lesbian Issues

Put over until next meeting.

7) AIDS/ARC Matters

Norm Nickens commended Dr. Pat Evans on her informative talk, and announced that KROQ is airing the winners of the AIDS Rapping contest on March 20, at 11:00 a.m.

Norm also commented on the difference of AIDS awareness between rural and urban physicians in California. He also noted how overwhelmed alternative test sites are now and attributed this increase to the testing of women of child-bearing age considering pregnancy. He pointed out that many new sites will be opening in June to deal with the increase.

Mileen Gillis informed everyone of possible outreach to ethnic/racial minorities with AIDS in the future.

8) OLD/NEW MATTERS

Jackie Winnow announced that there will be a Lesbian Health Forum : Chronic Illness and Disabilities in June, sponsored by the Women's Cancer Resource Center, Lyon-Martin Health Services, and the Human Rights Commission.

Carmen Vazquez proposed sending a letter to Mainline Gifts regarding an offensive poster in their window.

Marty Kashuba passed around an address for sending letters to prevent the Pope's visit and to ensure the separation of Church and State.

On March 25, 1987 Grant Nickins will be on KQED discussing the NBE/WDL program.

9) Announcements

The State Guidelines for sex education were passed. The Women's Building was broken into and members of the community will be holding a press conference to point out the police departments' non-interest in this and that this break-in is part of larger problem.

10) Calendar Matters

The next meeting of the L/GAC will take place on Tuesday, April 21, 1987 at 5:30 p.m. in Room 508, Human Rights Commission, 1095 Market Street.



Lesbian/Gay Advisory Committee

DOCUMENTS DEPT.

APR 10 1987

SAN FRANCISCO
PUBLIC LIBRARY

Date: Tuesday, April 21, 1987

Time: 5:30 - 7:30 or 8:00 p.m.

**** Place: Human Rights Commission ****
Room 509
1095 Market Street
San Francisco

(The front door is locked at 6:00 p.m.
so come on time)

AGENDA

1. Adoption of the Minutes of March 17, 1987
2. Committee/Staff Reports 5 minutes
3. Discussion of the Brown Act 10 minutes
4. Delta Airlines 20 minutes
L/GAC will discuss Delta Airlines pursuant to its presentation at the 2/17 L/GAC meeting regarding Delta's policies and actions pertaining to Lesbian/Gay and AIDS/ARC clients and personnel. L/GAC will decide on recommendations for action by the Human Rights Commission.
5. AIDS/ARC Issues 10 minutes
- Discussion and recommended action re:AB87
- Update on housing concerns
6. Lesbian Issues 10 minutes
- Adoption of priorities
- Other matters
7. San Francisco Chronicle 15 minutes
Discussion of Chronicle's (non)response to request of meeting to discuss their obituary policy regarding non-blood, non-legal family and adoption of action(s).
8. Old/New Matters 5 minutes



9. Announcements 5 minutes
10. Calendar Matters
11. Party Honoring Interns

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

Note: This is a public meeting. At the discretion of the Chair, public comment may be heard after discussion of a specific item on the agenda.

LESBIAN/GAY ADVISORY COMMITTEEMINUTES OFAPRIL 21, 1987

DOCUMENTS DEPT.

JUN 8 1987

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 * NEXT MEETING *
 * *
 * Date: Tuesday, May 19, 1987 *
 * Time: 5:30 - 7:30 p.m. *
 * *
 * Place: State Building *
 * 350 McAllister Street, Room 1200 *
 * San Francisco, California 94102 *
 * *
 * *****

Committee Members Present: Larry Brinkin, Tony Henry, Ruth Hughes, Marty Kashuba, Commissioner Phyllis Lyon, Marcy Rein, Lester Olmstead-Rose.

Committee Members Absent: Sheila Coughlin (excused), Jerry Dunbar, Christopher Grubbs (excused), Commissioner Sal Rosselli, Dan Turner, Carmen Vazquez, Darrell James Yee (excused).

Staff: Richard Bell (intern), Catherine Edalgo (intern), Martin Lee (intern), Norm Nickens, Kris Perry (intern), Gail Roberts, Jackie Winnow.

Guests: Arthur Lazare, Gary Titus (DPH)

The meeting was called to order by Commissioner Lyon at 5:35 p.m.

1) Adoption of the Minutes of March 17, 1987

There were two corrections to the minutes proposed: Marty Kashuba passed around a petition regarding the Pope's upcoming visit and not a request for letters to be sent. Page one, paragraph three should be amended to read "90% of pediatric AIDS cases" from "90% of AIDS cases."

***m/s/c Adoption of Minutes as amended.

2) Commissioner/Staff Reports

Phyllis Lyon announced that Rose Marie Fernandez has been appointed as a new Commissioner to the HRC, but has not yet been sworn in.

Jackie Winnow announced that letters of commendation would be written for all departing interns and that there was the possibility that Kris Perry would remain through the summer as a work study student.

3) Discussion of the Brown Act

Jackie Winnow announced that she had discussed the situation with Director Mickins, during which he indicated that the agenda as prepared for the last meeting was quite adequate; that we were still waiting for a determination whether or not L/GAC constituted a legislative body.

There was a discussion of how strictly the act needed to be followed and what its intent and spirit was.

4) Delta Airlines

Jackie Winnow read aloud the most recent correspondence from Delta.

A discussion about what the letter did and did not say followed. Various members of L/GAC spoke to what the committee's position should be. ***m/s/c It was decided that L/GAC would continue to pressure Delta to keep its original commitment, that a press release for the Lesbian/Gay media would be issued detailing L/GAC's interaction with Delta and request would be made to the HRC for them to send a letter to the Airport Commission.

5) AIDS/ARC Issues

Norm Nickens spoke about upcoming State AIDS/ARC legislation; Norm passed out copies of the Lobby for Individual Freedom and Equality legislative update. Norm went through the list of pending legislation and enumerated those that the City was supporting, opposing or taking no position on. Norm asked for L/GAC's support to continue working with both the City Attorney's office and the Department of Public Health on these issues.

There was discussion of various bills, particularly the Department of corrections section of AB 806 and Mobilization against AIDS position on AB 87 (Agnos Omnibus AIDS Bill).

It was ***m/s/c that L/GAC would ask the HRC to work in support of the City's position on pending AIDS legislation and continue to work with DPH to help develop and define such legislation.

6) Lesbian Issues

Jackie Winnow spoke about the upcoming Lesbian health forum.

Phyllis Lyon requested that L/GAC send a letter to the Police Chief in support of appointing a Lesbian to the Community Relations Unit.

It was ***m/s/c that L/GAC would send a letter to Police Chief Frank Jordon requesting that a Lesbian be appointed to the Police Community Relations Unit.

Jackie Winnow passed out copies of the L/GAC Lesbian Agenda and there was a discussion of the items.

It was ***m/s/c to adopt the L/GAC Lesbian priorities list.

Kris Perry spoke about the Lesbian Agenda for Action group; their information and current work.

7) San Francisco Chronicle

Jackie Winnow reported on the upcoming meeting between Lesbian/Gay community leaders and the Chronicle's editors being organized by the Lesbian Rights Project. There was discussion and agreement that L/GAC would continue to monitor the situation.

8) Upcoming visit by the Pope

Marty Kashuba spoke about the current petition drive. The petition is to place on the ballot an initiative to prevent any City money from being spent on the Pope's visit in September.

It was ***m/s/c that the upcoming Papal Visit would be an ongoing L/GAC agenda item.

Lesbian/Gay Advisory Committee
Minutes of April 21, 1987
Page 2.
May 5, 1987

9) Announcements

Jackie Winnow passed out information on the 1987 AIDS Bike-A-Thon.
The announcement folder was passed around.

10) Calendar Matters

The next meeting of the L/GAC will take place on Tuesday, May 19, 1987
at 5:30 p.m. in Room 1200, State Office Building, 350 McAllister
Street, San Francisco, California 94102

The meeting was adjourned at 7:15 p.m. and followed by a show of
appreciation for departing interns.



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MAY 15 1987

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LESBIAN/GAY ADVISORY COMMITTEE

MEETING CANCELLATION NOTICE

L/GAC's May 19, 1987 meeting has been
cancelled.

The next meeting is scheduled for
June 16, 5:30 p.m., State Building,
Room 1200, 350 McAllister Street.

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Please call Jackie Winnow at 558-4901 if you need further information.



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LESBIAN/GAY ADVISORY COMMITTEE

DOCUMENTS DEPT.

JUN 8 1987

SAN FRANCISCO
PUBLIC LIBRARY

* * * * *

* Date: Tuesday, June 16, 1987 *

* Time: 5:30 p.m. to 7:30 p.m. *

* Place: 350 McAllister Street *

* Room 1200, State Building *

* San Francisco, CA 94102 *

* * * * *

A G E N D A

1. Adoption of the Minutes of April 21, 1987.
2. Officer Ray Benson, new Lesbian/Gay Liaison to the San Francisco Police Department will discuss his appointment, duties, and relationship to the Lesbian/Gay Community. (20 Min.)
3. Marcy Rein, co-author of Politics of AIDS, will discuss the politics of AIDS. (30 Min.)
4. Commissioner/Staff Reports
5. Pope's Visit - Discussion and possible action.
6. Lesbian/Gay Freedom Day Parade.
7. Old/New Matters
8. Announcements.
9. Calendar Matters.

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

NOTE: L/GAC meetings are open to the public and public discussion will be heard at the discretion of the Chair.

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Lesbian/Gay Advisory Committee

DOCUMENTS DEPT.

Minutes of

June 16, 1987

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SAN FRANCISCO
PUBLIC LIBRARY

*
* NEXT MEETING *
*
* Date: Tuesday, July 21, 1987 *
*
* Time: 5:30 - 7:30 p.m. *
*
* Place: State Building *
* 350 McAllister Street, Room 1202 *
* San Francisco, CA 94102 *
*

Committee Members Present: Larry Brinkin, Jerry Dunbar, Christopher Grubbs, Ruth Hughes, Marty Kashuba, Phyllis Lyon, Marcy Rein, Lester Olmstead-Rose, Dan Turner, and Darrell James Yee.

Committee Members Absent: Sheila Coughlin, Tony Henry (excused), Sal Rosselli (excused), and Carmen Vazquez (excused).

Staff: Eileen Gillis, Sue Homer (intern), Tomas Medina (intern), Norm Nickens, Gail Roberts, Hannah Schwarzschild, and Jackie Winnow.

Guests: Ray Bensen (speaker), Rachel Karp (speaker), John Mehring, and Gary Titus.

The meeting was called to order by Commissioner Lyon at 5:35 p.m. Commissioner Lyon introduced the new legal interns as listed above.

1) Adoption of the Minutes of April 21, 1987

*** m/s/c adoption of minutes as is.

2) City Attorney Arguments: re: Michael Raines v. City and County of San Francisco

In light of the committee's disturbance regarding arguments brought by the City Attorney in the above entitled matter, Sue Homer, legal intern, obtained and reviewed the contents of the City's brief submitted prior to the Raines' trial. Contrary to media representation, Article 33, the S.F. ordinance prohibiting sexual orientation is not attacked on constitutional grounds in brief. The City is arguing for the State Court of Appeal to grant it the right to hire "executive level" employees and not be subject to anti-discrimination laws. Although committee members expressed relief that the City was not arguing to overturn its own ordinance (as it had done in previous trials held in the same case, which both resulted in hung juries), they expressed disturbance that an argument for the right to discriminate was put forward on any basis. After the informational presentation was concluded, no committee action was proposed.

3) Officer Ray Benson and Rachel Karp

The officers came to discuss the roles of the Lesbian/Gay and women's liaison to the San Francisco Police Department, the status of Lesbian/Gay officers, homophobia within the department and toward the public, and the liaisons interactions with the community and events.

4) Marcy Rein, co-author of Politics of AIDS

Committee member Marcy Rein discussed the politics of AIDS, emphasizing that AIDS is a global epidemic effecting 10 million people in 113 countries. Political considerations permeate the epidemic. The epidemic started at the beginning of the "Reagan revolution" when the right wing could add AIDS to further fuel their anti-Gay crusade. Rather than fighting the epidemic through the knowledge of medical authorities, the administration is choosing instead to institute measures that expend a great deal of money (e.g. mandatory testing) without any medical gains. Discussion ensued about the importance of taking care of AIDS with a clear perspective.

5) Commissioner/Staff Reports

Jackie discussed the San Francisco Chronicle's obituary policy, Delta Airlines; Parade tabling; a recent public affairs luncheon on Lesbian/Gay issues; Human Rights awards for Arthur Lazere and Lenore Chin, amongst others, being presented on July 15, 5:00, Green Room of War Memorial, the DPH's public hearings on women's issues; the upcoming Lesbian Health Forum: Chronic Illness and disability being co-sponsored by HRC, Lyon-Martin, and the Women's Cancer Resource Center; the Lesbian Agenda for Action; Sue Zemel's "Pulp and Circumstance, and Bernard Goetz getting off on attempted murder charges (such eclecticism in one report).

6) Pope's Visit

There will be a demonstration at Mission Dolores protesting the Pope's visit and his anti-Gay, anti-woman stances. The Intergroup Clearinghouse should be contacted about possible mediation.

7) Old/New Business

*** m/s/c a letter to Jesse Helms regarding his advocacy on quarantine.

*** m/s/c a letter to the Examiner regarding its recent editorial supporting mandatory testing.

8) Announcements

Dan Turner announced that KPIX was doing a live TV show on AIDS, June 21, 8:00p.m.

9) Calendar Matters

The next L/GAC meeting will take place on July 21 at 5:30 p.m. State Building. Room 1202.

JW:ltm

City and County of San Francisco



Human Rights Commission

Office of Minority/Women Business Enterprise

Office of Contract Compliance

Office of Dispute Resolution

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Lesbian/Gay Advisory Committee

Date: Tuesday, July 21, 1987
Time: 5:30 - 7:30 p.m.
Place: 350 McAllister Street
Room 1202
San Francisco

DOCUMENTS DEPT.

JUL 17 1987

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AGENDA

1. Adoption of the Minutes of June 16, 1987
2. Commission/Staff Reports
3. Report on the Lesbian Agenda for Action -- Carmen Vazquez
4. Report on the U.S.S. Missouri regarding sexual orientation discrimination and HRC's position
-- Phyllis Lyon
5. Report on the Department of Public Health's Women's Health Hearings and report on the Lesbian Health Forum -- Jackie Winnow
6. Discussion and possible action regarding the Pope's visit
7. Discussion on elections and the Lesbian/Gay community
8. Discussion and possible action regarding L/GAC's participation in the National Lesbian/Gay march.
9. New/Old Business
10. Announcements
11. Calendar Matters

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

Note: This is a public meeting. At the discretion of the Chair, public comment may be heard after discussion of a specific item on the agenda.

SEP 9 1987

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Suite 501, 1095 Market Street San Francisco, CA 94103

8) Discussion and possible action regarding L/GAC's participation in the National Lesbian/Gay march

It was * * * m/s/c to hold a raffle to send 1 L/GAC member, 1 staff, and 1 intern to D.C. to participate in the March and at least one action (either the civil obedience, the lobbying day, or the Congress.) To be eligible, a person must agree to sell \$40 worth of tickets. 10% of the proceeds will go to the local march committee. Pat Goldman and Sue Homer will coordinate the effort.

9) New/Old Business

Ruth Hughes reported on the Conference on Lesbian/Gay and Ethnic Minority Youth Suicide to be held in March 1988. It was * * * m/s/c to request that the Youth and Education Committee join with the L/GAC in asking for HRC's endorsement.

Larry Brinken pointed out an article in the Chronicle concerning Northwest Orient's "Corporate policy of not knowingly carrying anyone with a communicable disease." Norm Nickens said there have been several complaints about various airlines, and so it was * * * m/s/c to have Norm Nickens request that Senator Cranston's office pursue legislation dealing with discrimination in airline accomodation.

10) Calendar Matters

The next meeting of the L/GAC takes place on August 18 at 5:30 P.M. at the State Building, Room 1202, 350 McAllister Street.



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SAN FRANCISCO
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LESBIAN/GAY ADVISORY COMMITTEE

* Date: Tuesday, September 15, 1987 *
* Time: 5:30 - 7:30 P.M. *
* Place: 350 McAllister Street *
* Room 1202 *
* San Francisco *

A G E N D A

1. Adoption of the Minutes of July 21, 1987
2. Commission/Staff Report
3. Discussion and possible action regarding the pope's visit and HRC's jurisdiction over Candlestick Park usage of space- Phyllis Lyon (20 min.)
4. Airlines and AIDS: What are the policies and what can we do to eliminate a systemwide problem? Norm Nickens (30 min.)
5. New/Old Business
6. Announcements
7. Calendar Matters

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

Note: This is a public meeting. At the discretion of the Chair, public comment may be heard after discussion of a specific item on the agenda.

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CITY AND COUNTY OF SAN FRANCISCO

HUMAN RIGHTS COMMISSION
OFFICE OF MINORITY/WOMEN BUSINESS ENTERPRISE
OFFICE OF CONTRACT COMPLIANCE
OFFICE OF DISPUTE RESOLUTION

LESBIAN/GAY ADVISORY COMMITTEE

MINUTES OF

SEPTEMBER 15, 1987

DOCUMENTS DEPT.

* NEXT MEETING *
*
* DATE: Tuesday, October 20, 1987 *
* TIME: 5:30-7:30 PM *
* PLACE: State Building *
* 350 McAllister Street *
* Room 1202 *
* San Francisco, CA. *

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Committee Members Present: Larry Brinkin, Tony Henry, Ruth Hughes, Marty Kashuba,
Phyllis Lyon, Marcy Rein, Dan Turner, and Darrell Yee.

Committee Members Absent: Sheila Coughlin, Jerry Dunbar, Chris Grubbs, (excused)
Lester Olmstead-Rose (excused), Sal Rosselli (excused),
and Carmen Vazquez.

Staff: Dileen Gillis, Norm Nickens, and Jackie Winnow

Guests: Priscilla Alexander and Gary Titus.

The meeting was called to order by Commissioner Lyon at 5:45 p.m.

1.) Adoption of the Minutes of July 21, 1987

*****m/s/c adoption with the changes that the Friends' Awards were given
at a reception rather than at a luncheon and Larry Brinkin's name is spelled
incorrectly on p. 3.

2.) Commission/Staff Reports:

Commissioner Lyon reported on the status of Paul Hardman's assertion
that the HRC has jurisdiction in discrimination issues concerning the War Memo-
rial Board of Trustees. The HRC has referred the matter to the Director of
of the HRC.

Discussion turned to the various loopholes in existing ordinances and
the need to go through all HRC laws for amendment.

Jackie Winnow reported that the summer interns had not followed
through on the raffle ticket project to send L/GAC members, staff, and interns
to the March. The Youth and Education Committee had agreed to co-jointly re-
quest the HRC's sponsorship of the Youth Suicide Conference.

3.) Discussion and possible action regarding the Pope's visit and HRC's juris-
diction over Candlestick Park's usage of space.

Commissioner Lyon went into the problems with Chapter 12C of the San
Francisco Administrative Code and the determination by the City Attorney's
office that Chapter 12B contracts for goods and services, did not apply
in this case. John Wahl has taken this issue to court. As mentioned above,
loophole jurisdictional problems were discussed at length, as well as the City's
intent to abide by its own discrimination laws.

4.) Airlines and AIDS: What are the policies and what we can do to eliminate a Systemwide problem?

Norm Nickens delved into the systemwide problems of AIDS and airline accommodation. The Committee decided to request the Commission to give a formal response to the guidelines now being considered by Department of Transportation which should be promulgated in draft form at the beginning of November. Additionally, Norm will conduct an investigation to provide background into the airline leases with the San Francisco Airport and provisions of non-discrimination based on physical disability and sexual orientation. Norm will also request Congresswoman Pelosi's office to look into the airline matter.

5.) New/Old Business and Announcements

Ruth Hughes reported that recruitment is currently taking place for the Lesbian/Gay Services position at DPH. Eileen Gillis brought up the concern that no Lesbian/Gay people placed on the HRC civil services lists, other than Norm Nickens, so that there would be no one to replace us. Ruth Hughes reported on 4 new HIV testing sites. Marcy Rein, told the Committee that the March committee needs funding and updated us on fundraisings events. Norm Nickens reported on a good employer concerning AIDS. He was instructed to send a letter of appreciation. He also talked about the upcoming AIDS and Minority Forum.

6.) Calendar Announcements

The next meeting of the Lesbian/Gay Advisory Committee will take place on October 20, 1987 at 5:30 in Room 1202 of the State Building, 350 McAllister Street, San Francisco.

JW:bclp
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City and County of San Francisco



Human Rights Commission

Office of Minority/Women Business Enterprise

Office of Contract Compliance

Office of Dispute Resolution

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LESBIAN/GAY ADVISORY COMMITTEE

Date: Tuesday, October 20, 1987

Time: 5:30 to 7:30 p.m.

Place: 350 McAllister Street
Room 1202, State Building

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OCT 19 1987

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AGENDA

- 1. Adoption of the Minutes of September 15, 1987
- 2. S.F. AIDS Foundation material and State banning of safe sex material -- Lyn Paleo, Director of Education 30 Min.
- 3. Commissioner/Staff Reports 10 Min.
- 4. Update on Lesbian health and other issues -- Jackie Winnow 15 Min.
- 5. Update on AIDS issues - Norm Nickens 15 Min.
- 6. New/Old Business
- 7. Announcements
- 8. Calendar Matters

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

Note: This is a public meeting. At the discretion of the Chair, public comment may be heard after discussion of a specific item on the agenda.

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LEGBIAN/GAY ADVISORY COMMITTEE

Minutes of October 20, 1987

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* NEXT MEETING *
* *
* DATE: Tuesday, November 17, 1987 *
* TIME: 5:30 - 7:30 PM *
* PLACE: State Building *
* 350 McAllister Street, Room 1202 *
* San Francisco, CA. 94102 *
* *

COMMITTEE MEMBERS PRESENT : Christopher Crubbs, Tony Henry, Ruth Hughes, Marty Kashuba, Phyllis Lyon, Marcy Rein, Sal Rosselli, Carmen Vazquez, Darrell Yee.

COMMITTEE MEMBERS ABSENT: Larry Brinkin (excused), Jerry Dunbar, Lester Olmstead-Rose (excused), Dan Turner (excused).

STAFF: Norm Nickens, Gail Roberts, Diane Spaugh (Intern), Jackie Vinnow.

GUESTS: Ann Foley, Jacquie Hale, Jean Harris, Lyn Paleo, Michael Shugert.

The meeting was called to order by Commissioner Lyon at 5:40 PM.

1). Adoption of Minutes of September 15, 1987.

***m/s/c adoption of minutes as written.

2). San Francisco AIDS Foundation and Banning of Safe Sex Material.

Lyn Paleo, Education Director of the San Francisco AIDS Foundation, discussed the fact that the Foundation is battling the issue of safe sex material on both a State and a Federal level.

State Level: Since 1985, the State of California has issued contradictory and confusing guidelines as to what may and may not be printed using State funds. The State has become much more conservative about these guidelines in the past year. Most recently, the California Republican Party has passed a resolution demanding that Governor Deukmejian prosecute the S.F. AIDS Foundation for distributing explicit AIDS-prevention materials termed "obscene and pornographic."

*****m/s/c to send letters of protest to the Governor's office, with copies sent to the State Office on AIDS and the S.F. AIDS Foundation. Additionally, a letter should be sent to Senator Wilson apprising him of the situation.

Federal Level: On October 14, 1987, the U.S. Senate passed an amendment to the AIDS-appropriations bill which would prohibit any federal funds from being used to produce AIDS education materials or programs for Gay men. The amendment was introduced by Senator Jesse Helms (R-NC) and passed 94-2, with Senators Weicker (R-CT) and Moynihan (D-NY) opposing. The bill now goes to the Joint Budget Committee.

*****m/s/c to send a letter from the L/GAC to Senator Helms also expressing our outrage at his amendment.

*****m/s/c contact Representative Pelosi.

LESBIAN/GAY ADVISORY COMMITTEE

Minutes of the Meeting of October 20, 1987

Page 2

Pat Christen of the C.T. AIDS Foundation will keep us up-to-date on this amendment.

3) Slide Show:

Christopher Grubbs treated the Committee to an excellent slide presentation of the National March on Washington for Lesbian and Gay Rights held October 11 in Washington, D.C.

4) Staff Report:

Jackie Winnow introduced Diane Spaugh, an MSW intern at San Francisco State University, who will be working with the L/GAC until May 1988. Jackie also announced that Sheila Coughlin has resigned from the Committee.

Commissioner Lyon reported that the Human Rights Commission agreed to co-sponsor the "Conference on Youth Suicide: High Risk Populations."

5) Update on Lesbian Health and Other Issues:

Jackie Winnow reported that the series of Lesbian Health Forums will begin in February with a forum on Chronic Epstein-Barr Virus (CEBV), also known as Chronic Disease Syndrome.

Jean Harris passed out brochures for the "Lesbian Agenda for Action Political Conference," to be held November 14-15 at Mission High School. As an outcome of the conference, LAFA hopes to produce a document which will reflect a comprehensive Lesbian political agenda.

Marty Kashuba announced that the Mayor has declared this Week (October 19-23) as Tradeswomen Week in San Francisco.

6) New/Old Business:

Marty pointed out that the National Gay and Lesbian Task Force came out in support of the U.S. Census Department's decision not to include a question about sexual preference on its census form. Marty opposes the Task Force's decision. It was decided to place the item on the agenda for the next meeting. Meantime, we will find out why the Task Force decided to support the Census Department.

7) Announcements

The next meeting of the Lesbian/Gay Advisory Committee will be held on Tuesday, November 17 at 5:30 p.m. in Room 1202 of the State Building, 350 McAllister Street, San Francisco.

Minutes submitted by Diane Spaugh

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LESBIAN/GAY ADVISORY COMMITTEE

DATE: Tuesday, November 17, 1987

TIME: 5:30 - 7:00 p.m.

PLACE: 350 McAllister Street
Room 1202, State Building, SF

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AGENDA

1. Adoption of the Minutes of October 20, 1987
2. Discussion of Commissioners Soler and Lyon leaving the Commission
3. Staff Reports
4. AIDS issues and legislation - Norm Nickens
5. New/Old Business
6. Announcements
7. Calendar Matters

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

NOTE: This is a public meeting. At the discretion of the Chair, public comment may be heard after discussion of a specific item on the agenda.

LESBIAN/GAY ADVISORY COMMITTEE

MINUTES OF NOVEMBER 17, 1987

*
* NEXT MEETING *
*
* DATE: Tuesday, December 15, 1987 *
* TIME: 5:30 - 7:30 p.m. *
* PLACE: State Building *
* 350 McAllister Street, Room 1202 *
* San Francisco, CA 94102 *

COMMITTEE MEMBERS PRESENT: Larry Brinkin, Christopher Grubbs, Tony Henry, Ruth Hughes, Lester Olmstead-Rose, Marcy Rein.

COMMITTEE MEMBERS ABSENT: Marty Kashuba (excused), Dan Turner, Carmen Vazquez, Darrell Yee (excused).

STAFF: Eileen Gillis, Norm Nickens, Gail Roberts, Diane Spaugh (Intern), Jackie Winnow.

GUESTS: Greg Day, Bref French, Rich Hendry, Jeremy Landau, Gary Titus.

The meeting was called to order by Committee member and Acting Chair Larry Brinkin at 5:40 p.m.

1) Adoption of Minutes of October 20, 1987.

Larry Brinkin pointed out that the sentence under Item #2 which reads, "On October 14, 1987, the U.S. Senate passed an amendment to the AIDS-appropriations bill which would prohibit any federal funds from being used to produce AIDS education materials for Gay men," is a misleading statement. The sentence is, in fact, an almost verbatim quote from San Francisco AIDS Foundation materials, but the Helms amendment actually reads, "To prohibit the use of any funds provided under this Act to the Centers for Disease Control from being used to provide AIDS education, information, or prevention materials and activities that promote, encourage, or condone homosexual activities or the intravenous use of illegal drugs." The minutes of October 20, 1987, should be amended as such.

2) Staff Reports.

Jackie Winnow reported on the following:

- A letter protesting the Helms/Danahemeyer amendment which would prohibit the use of federal funds for the development of certain types of explicit AIDS prevention materials was sent from the L/GAC to all the members of the Joint Budget Committee.
- A letter was drafted by this Committee and approved, with revisions, by the HRC to Gov. Deukmejian protesting the California Republican Party's resolution which called for prosecution of the San Francisco AIDS Foundation for distributing explicit AIDS prevention materials.
- Cheryl Orvis, a friend of Committee members and the Lesbian/Gay community, needs a bone marrow transplant immediately. If you are willing to have a blood test to determine if you could be a potential bone marrow donor, call (415) 647-1980.
- The Women's Cancer Resource Center will hold a Women's Cancer Speak-Out on Sunday, November 22, 2-5 p.m.

LESBIAN/GAY ADVISORY COMMITTEE

Minutes of November 17, 1987

Page 2.

November 15, 1987

- The State Board of Education approved explicit mention of human rights violations against Lesbians and Gay men in the school system's model curriculum on Human Rights and Genocide. Also, literature on Lesbian and Gay youth suicide will be included in the list of resource materials for the Youth Suicide Prevention School Program. Thanks goes to Hank Wilson for his work..
- Hank Wilson also told Jackie that a State Slur Policy for the State Board of Education is being worked on by Supt. Honig, who plans to include sexual orientation.
- A group of representatives from the Lyon-Martin Clinic, Operation Concern, and the Lesbian/Gay Unit of the HRC are planning a series of Lesbian health care forums on the topics of Ebstein-Barr-Virus, cancer, environmental illness, disabilities, lesbians of color, and partners of women with chronic disability, or terminal illnesses. The forums will be held throughout 1988, culminating with a conference on Lesbian Health Care at the end of 1988.
- Jackie, Norm, Diane and Mary Gin Starkweather met last week to formulate a survey that will be sent to all airlines and businesses located at the San Francisco International Airport regarding their policies on discrimination against employees or clients based on sexual orientation, disability, or AIDS/ARC.
- Eileen Gillis reported that the City Attorney's office has agreed to submit an amicus brief in the appeal of Chadbourne v. Raytheon, the case destined to determine state policy on employment discrimination protections for people with AIDS.

3) Discussion of Commissioners Soler and Lyon Leaving the Commission.

Lester Olmstead-Rose circulated a draft of a letter he proposed be sent to Mayor Feinstein criticizing her for not reappointing Esta Soler to the HRC and urging her to reappoint Commissioner Soler and Commissioner Lyon, who resigned in protest of the Mayor's action, to the HRC.

***m/s/c to send an amended version of the letter to the Mayor signed by "members of the L/GAC," listing Committee members who agree to sign the letter.

***m/s/c to send a letter from this Committee to the HRC stating that we are very disappointed with their lack of response to the Mayor's action. A copy of the above-mentioned letter to the Mayor will be included with the letter to the HRC.

We then discussed what type of input this Committee would like to have into the new Mayor's selection of HRC members. A small group of interested members from this Committee will meet before the next meeting to discuss this issue and will report back to the Committee at the December 15th meeting. The topic will be included on the agenda for the December 15th meeting.

Greg Day (guest) asked to make a statement related to this topic. He was asked by the Mayor to replace Esta Soler on the HRC. After much consideration, he rejected the Mayor's offer as he felt it unethical for anyone from the Lesbian/Gay community to fill the seat at this time. He commended the L/GAC for writing letters of protest to the Mayor and the HRC.

4) AIDS Issues and Legislation. This item was moved to the agenda for December 15th.

LEBIAN/GAY ADVISORY COMMITTEE

Minutes of November 17, 1987

Page 3.

November 15, 1987

5) New/Old Business.

Jackie Winnow reported that Jerry Dunbar and Sheila Coughlin are no longer on the L/GAC, and we still have a seat on the Committee for a disabled person. At the first of the year, a sub-committee to nominate new members should be set-up.

Ruth Hughes announced that 61 people have applied for Pat Norman's former position as Coordinator of Lesbian/Gay Health Services. Ruth will announce the new person at the next Committee meeting.

6) Announcements.

Larry Brinkin announced that he lost his case against Southern Pacific concerning bereavement leave last week at the State Court of Appeals level. He was represented by the ACLU and they are now discussing whether or not to appeal the case to the State Supreme Court.

Jackie Winnow announced that the Women's Cancer Resource Center has raffle tickets available for sale at \$2 each for a January 1st drawing.

7) Calendar Matters.

The next meeting of the L/GAC will be held on Tuesday, December 15, 1987, in Room 1202 of the State Building, 350 McAllister Street, San Francisco.

Minutes submitted by Diane Spaugh.

City and County of San Francisco



Human Rights Commission

Office of Minority/Women Business Enterprise

Office of Contract Compliance

Office of Dispute Resolution

LESBIAN/GAY ADVISORY COMMITTEE

Date: Tuesday, December 15, 1987

Time: 5:30 - 7:30 p.m.

Place: 350 McAllister Street
Room 1202 State Building
San Francisco, CA 94102

DOCUMENTS DEPT.

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AGENDA

1. Adoption of Minutes of November 17, 1987
2. Staff Reports
3. AIDS Issues and Legislation - Norm Nickens
4. A Personal Perspective on AIDS - Dan Turner
5. Task Force Report on New HRC Members
6. New/Old Business
7. Announcements
8. Calendar Matters

L/GAC Members: If you cannot attend this meeting, please call Jackie Winnow at 558-4901

Note: This is a public meeting. At the discretion of the Chair, public comment may be heard after discussion of a specific item on the agenda.

Have a Happy and Healthy New Year!

City and County of San Francisco



Human Rights Commission

Office of Minority/Women Business Enterprise

Office of Contract Compliance

Office of Dispute Resolution

December 8, 1987

Dear L/GAC and Supporters:

Enclosed you will find materials sent to the Lesbian/Gay Unit by Amy Slemmer, Health Office Manager for the Committee on Labor and Human Resources, chaired by Senator Edward Kennedy. Ms. Slemmer contacted our office in response to the letter sent from the L/GAC to Senator Kennedy, protesting the fact that he voted for the Helms/Dannemeyer amendment.

Senator Kennedy is attempting to pass S.1220, the AIDS Research, Care and Treatment bill (see attachments B & C), with no damaging amendments. Ms. Slemmer is requesting that we write letters to Senator Kennedy addressing the list of 14 possible Helms amendments (see attachment D).

I am writing to ask you to please write letters to Senator Kennedy addressing as many of the 14 possible amendments as you feel comfortable. These letters will then be used by Senator Kennedy to counter the Helms amendments, should they be proposed.

When you write Senator Kennedy, please also voice your support of S.1220 and his efforts to pass the bill without damaging amendments.

Sincerely,

Diane Spough

Diane Spough
L/G Unit Intern

EDWARD M. KENNEDY, CHAIRMAN

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SPARK M. MATSUNAGA, HAWAII
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THOMAS M. ROLLINS, STAFF DIRECTOR AND CHIEF COUNSEL
HAYDEN G. BRYAN, MINORITY STAFF DIRECTOR

United States Senate

COMMITTEE ON LABOR AND
HUMAN RESOURCES

WASHINGTON, DC 20510-6300

December 1, 1987

Ms. Jackie Winnow
Human Rights Commission
City and County of San Francisco
Suite 501, 1095 Market Street
San Francisco, California 94103

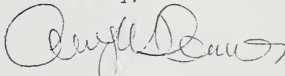
Dear Jackie:

Enclosed please find a copy of the material we discussed on the phone. As I mentioned, I would appreciate individual letters on all the proposed hostile amendments you are able to address. Our goal is to collect letters from as many concerned individuals and agencies as possible, so that when these issues are brought to the floor each Senator will have concrete information about the damage they might cause.

Senator Kennedy's main goal is to be able to pass S. 1220, the AIDS Research, Care and Treatment bill with no damaging amendments added. We think that these letters will be an invaluable tool for our effort.

Thank you for your help, and please let me know if you think of other individuals or groups I should contact. Do not hesitate to call me if you have any questions, my phone number is (202) 224-7676.

Sincerely,



Amy W. Slemmer
Health Office Manager

1987 DEC 1

The Need for S. 1220:

WHY AN AIDS RESEARCH & EDUCATION AUTHORIZING BILL?

Clearly, the American people now consider AIDS to be a public health emergency that threatens more than just gay men and drug users. Opinion research reveals that a lopsided majority of Americans want the government to spend what is needed to curtail this epidemic:

According to the polls, the people themselves place top priority on education to halt the spread of the disease and biomedical research to find a cure as fast as possible. Several polls show that, if necessary, a majority of Americans are even prepared to pay a tax surcharge to fight AIDS.

Reflecting this public concern, the Senate has consistently increased the federal AIDS budget -- doubling White House AIDS requests in FY 84, 85, 86, and 87; adding \$180 million in 88.

Money for AIDS is not the immediate problem. What's missing is leadership, a comprehensive plan of attack and a willingness to carry through on the virtually unanimous recommendations of our country's public health experts -- particularly in education.

S. 1220 is a comprehensive AIDS Research, Information, and Patient Care package -- in effect, it authorizes and directs the nation's war on AIDS.

Why pass this bill now?

First and foremost, S. 1220 will require greater accountability for AIDS funds appropriated. The bill requires that a comprehensive AIDS plan be provided -- and justified -- to Congress. (Example: despite the \$30 million supplemental appropriation passed in July, the administration continues to foot drag on an AIDS prevention mailing to every U.S. household.)

Equally important, S. 1220 provides a timely opportunity to shift the public policy debate on AIDS back to the real issues: disease prevention and finding a cure. Some would use AIDS as a fresh excuse to legislate public morality. In fact, most Americans don't really have a burning desire for more "up/down" votes on how their neighbors lead their lives. They do want positive action that will galvanize our nation's ability to meet and ultimately end the AIDS emergency.

C

Summary of Key Provisions

S. 1220: A Comprehensive AIDS Research, Information and Care Act (Referenced to tabs in support materials: the AIDS "Fat Book")

- o Declares AIDS to be a "Public Health Emergency"
- o Requires submission of HHS AIDS plan (annually)

More Staff/Expedited Action

- o Provides more workers at the NIH, CDC, and FDA
- o "AIDS Priority" requests for Personnel and Facilities must be answered in 21 days. (See Staff/Space Need at NIH)
- o Review time by NIH of AIDS research grant requests must be reduced to 6 months. (See Expediting Research)

Comprehensive National Research Program

- o Creates National AIDS Research Program within the National Institute of Allergy/Infectious Diseases.
- o Gives special authorities to Director/NIAID equal to those granted Director/NCI for "War on Cancer."

International Outreach and Cooperation

- o Authorizes up to \$50 million for cooperative research and disease prevention overseas (see International Efforts)

Information Programs: Federal, State, and Local

- o Authorizes use of paid advertising to deliver AIDS prevention messages (see Paid Advertising)
- o Authorizes up to \$115 million for other national AIDS information programs, including materials development, clearinghouse, hotlines for public and healthcare workers, model programs.
- o Up to \$150 million to states for education/prevention programs. (See Need for Education)

Health Care Worker Training and Awareness

- o Mandates Emergency Awareness AIDS Awareness and Risk Reduction Program for Health and Safety Workers
- o \$35 million for education/training (See AIDS & Healthcare)

Care and Treatment Programs for People with AIDS

- o Up to \$100 million to states to pay for home and community-based care for people with AIDS (See Care/Costs)

QUICK SUMMARY OF POTENTIAL HELM AMENDMENTS

1. Seeks to overturn the U.S. Supreme Court's Arline decision. This decision held that a person with a contagious disease may be a handicapped individual under section 504 of the Rehabilitation Act of 1973. Such designation allows for protection against discrimination if otherwise qualified.
2. Seeks to prohibit employment of HIV (+) individuals as food handlers with in the federal government, or in federally funded programs.
3. Prohibits use of federal funds for AIDS educational materials which are seen to encourage or promote homosexuality and requires all such material emphasize abstinence and monogomy within marriage.
4. Requires all Title X Family Planning Programs to inform recipients of services of the virtues of abstinence and the limited effectiveness of particular contraceptive methods.
5. Directs state health departments to collect names of individuals who tested HIV (+) as a condition of AIDS funding and requires that such information be conveyed to the CDC.
6. Requires that states implement mandatory testing and reporting of HIV (+) marriage license applicants as a condition of AIDS funding.
7. Requires that, as a condition of federal financial assistance, states establish a program to trace and test the sex and needle-sharing partners of individuals who are HIV (+).
8. Mandates testing and reporting in federal prisons upon entry and every 12 months thereafter. Segregation/isolation of those who test HIV (+) where possible.
9. Mandates testing and reporting upon entry into any VA hospital, St. Elizabeth's Hospital, and other mental health facilities. Also attempts to demonstrate that mandatory testing is the will of the Congress through a Sense of the Senate.
10. Directs the President, pursuant to the Immigration and Naturalization Act, to add AIDS to the list of dangerous contagious diseases within 90 days of enactment.

11. Makes it a federal offense for an individual to donate blood, semen, or organs if: he/she is knowingly HIV (+); or has had homosexual relations, been an IV drug user, emigrated from Haiti or Central Africa, received clotting factor concentration as a hemophiliac, or has had sexual intercourse with any of the aforementioned persons at anytime since January, 1977.

12. Makes it a federal offense for federal employees or those on federal grounds, who know they are HIV (+) or have AIDS, to engage in high-risk behavior.

13. Requires the Surgeon General close all homosexual bathhouses within 180 days of enactment.

14. Repeals the District of Columbia law which created a 5 year moratorium on the use of the HIV antibody test by health and insurance providers.

LESBIAN/GAY ADVISORY COMMITTEE
MINUTES OF DECEMBER 15, 1987

NEXT MEETING

DATE: Tuesday, January 19, 1988
 TIME: 5:30 - 7:30 P.M.
 PLACE: State Building, Room 1202
 350 McAllister Street
 San Francisco, CA 94102

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JAN 21 1988

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COMMITTEE MEMBERS PRESENT: Larry Brinkin, Christopher Grubbs, Tony Henry, Ruth Hughes, Lester Olmstead-Rose, Mary Rein, Dan Turner, Darrell Yee

COMMITTEE MEMBERS ABSENT: Marty Kashuba (excused), Carmen Vazquez

STAFF: Norm Nickens, Diane Spaugh (Intern)

GUESTS: Jeremy Landau, Gary Titus

1) Adoption of Minutes of November 17, 1987.

The Committee took a few minutes to read the minutes as they were not included in their packets.

****m/s/c to adopt the minutes as written.

2) Staff Reports.

Diane urged Committee members to write letters to Senator Kennedy in support of S.1220 and opposing any possible Helms' amendments to the bill. She also pointed out the list of Committee meeting dates for January - June, 1988, and asked Committee members to please mark their calendars with these dates.

Norm pointed out that we were operating without the presence of Commissioners and without staff support from Gail Roberts, Eileen Gillis, and Jackie Winnow, all of whom were ill today.

3) AIDS Issues and Legislation.

Norm Nickens provided the following update on AIDS legislation:

- The President's Commission on AIDS will hold hearings in San Francisco in January. He will keep Committee members posted on the exact dates.

- Norm went through the list of "Lesbian and Gay Rights Legislation Pending Before Congress" (included in packets for the December meeting) and updated the Committee on the status of the various bills. He emphasized the importance of writing letters in support of S.1220, but cautioned us to monitor the bill carefully in case any of the possible Helms' amendments are attached.

-****m/s/c to request the HRC to write a letter to Senator Kennedy supporting S.1220 and opposing any possible Helms' amendments. It was also suggested that we send copies of the letter to Senators Cranston and Wilson.

- Norm provided an update on the case of the school teacher in Orange County who was banned from teaching because he has AIDS (Chalk vs. U.S. District Court). On Tuesday, Nov. 17, the Ninth Circuit U.S. Court of Appeals issued an order forcing the Orange County Department of Education to allow the teacher to return to the classroom. This ruling is being appealed and is scheduled for trial on January 9, 1988. Norm pointed out that the ruling in this case is very important in terms of the precedence it sets for future employment-related AIDS cases.

- On the State level, we should watch out for Senator John Doolittle's proposed bills (S.1000 - S. 1008). LIFE (Lobby for Individual Freedom and Equality) is calling for a lobbying day in Sacramento on January 11, 1988, and we are all encouraged to participate. It looks like the LaRouche initiative will appear once again on the June 1988 ballot. Even though the LaRouche initiative was soundly defeated last year, people should not be complacent about the initiative this time around and should be ready to fight it on the State level.
- On the Local level, Norm reported that the Annual Report is being typed now for distribution next year. He also reported that his office has received a rash of complaints against dentists who are refusing to treat patients with AIDS/ARC. The American Dental Association is coming out with proposed guidelines stating that dentists "should not" refuse to treat people with AIDS, but the wording is very weak.

4) A Personal Perspective on AIDS.

Committee member Dan Turner provided us with his own personal perspective on AIDS. Dan has been in remission from Kaposi's Sarcoma for 5 years. Recently his T-cell count dropped and Dan decided to begin taking the experimental drug AZT. Dan was featured last week on a Channel 5 program about the immune system. Our discussion then turned to the recent statement by Project Inform encouraging all Gay men in San Francisco to be tested for AIDS. The pro's and con's of testing and of experimental drugs was discussed.

5) Task Force Report on New HRC Members.

Lester circulated a draft of a letter he wrote to Mayor-Elect Art Agnos requesting that a member of the L/GAC be made part of the selection process for choosing new HRC members.

****m/s/c to send the letter to Mayor-Elect Agnos from members of the L/GAC. It was also agreed that Lester would act as the L/GAC representative to the Mayor's office should it be asked to be part of the selection process.

6) Calendar Matters.

The next meeting of the L/GAC will be held on Tuesday, January 19, 1988, in Room 1202 of the State Building, 350 McAllister Street, San Francisco.



City and County of San Francisco



Human Rights Commission

Office of Minority/Women Business Enterprise

Office of Contract Compliance

Office of Dispute Resolution

LESBIAN/GAY ADVISORY COMMITTEE

Date: Tuesday, January 19, 1988

Time: 5:30 - 7:30 PM

Place: 350 McAllister Street
Room 1202 State Building
San Francisco, CA. 94102

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JAN 21 1988

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A G E N D A

1. Adoption of Minutes of December 15, 1987
2. Staff Reports
3. Approval/Adoption of Annual Sexual Orientation and AIDS/ARC Discrimination Report-Eileen Gillis and Norm Nickens
4. Women's/Lesbian health issues-Jackie Winnow
5. AIDS Issues-Norm Nickens
6. New/Old Business
7. Announcements
8. Calendar Matters

L/GAC Members: If you cannot attend this meeting, please call Jackie Winnow at 558-4901

NOTE: This is a public meeting. At the discretion of the Chair, public comment may be heard after discussion of a specific item on the agenda.

JW:bclp

LESBIAN/GAY ADVISORY COMMITTEE

MINUTES OF JANUARY 19, 1988

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* NEXT MEETING: *
*
* Date: Tuesday, February 16, 1988 *
* Time: 5:30 - 7:30 p.m. *
* Place: State Building, Room 1202 *
* 350 McAllister Street *
* San Francisco, CA 94102 *
*

COMMITTEE MEMBERS PRESENT: Larry Brinkin, Tony Henry, Ruth Hughes, Marty Kashuba, Lester Olmstead-Rose, Marcy Rein, Darrell Yee.

COMMITTEE MEMBERS ABSENT: Christopher Grubbs (excused), Dan Turner (excused), Carmen Vazquez.

STAFF: Eileen Gillis, Norm Nickens, Gail Roberts, Diane Spagh (Intern), Michael Williams (Intern), Jackie Winnow.

GUESTS: Karen Everett, Armando Gaitan, Ren Henerlau, Charles Klein, Jeremy Landau, Gary Titus.

The meeting was called to order at 5:30 p.m. by Lester Olmstead-Rose, acting chairperson.

1) Adoption of Minutes of December 15, 1988

***m/s/c to adopt the minutes as written.

2) Approval/Adoption of 1986-1987 Sexual Orientation and AIDS/ARC Discrimination Annual Report.

Staff members Eileen Gillis and Norm Nickens briefly discussed the Annual Report and highlighted certain areas they felt significant. During 1986-1987, the Lesbian/Gay/AIDS Unit investigated 146 complaints (88 related to sexual orientation; 58 related to AIDS/ARC). The actual number of discrimination complaints filed with the Unit was three to four times the number of investigated complaints.

The number of investigated complaints was up about 7% from 1985-1986, while the number of AIDS-related complaints was down about 12% from 1985-1986 (the first drop in complaints since the HRC began recording AIDS complaints in 1982). Eileen and Norm emphasized that outreach to women and minorities about the services offered by the HRC's Lesbian/Gay Unit continues to be carried out.

Eileen announced that Melissa Chaitin, a third year law student from Hastings College, is now working as an intern in the office. Eileen also announced that she will be leaving the staff this spring to attend law school. The current staff of the Lesbian/Gay Unit will work closely with the Civil Service Commission to make sure that a Lesbian/Gay sensitive person is hired to replace Eileen.

The Committee thanked Eileen and Norm for all the effort they put into preparing the Annual Report.

***m/s/c to approve the Annual Report for submission to the HRC.

3. Staff Report.

Jackie Winnow provided the following staff report:

- Until Mayor Art Agnos appoints new Commissioners, the L/GAC will operate without Commissioners and we will not appoint any new members to the L/GAC.
- Jackie just returned from a Department of Public Health meeting where the DPH adopted all the recommendations made to them by the women's health task force, including allocation of \$1,290 during the coming year and \$36 million over the next three years to women's health services, continuation of the women's health task force, and the task force's watch-dogging of the DPH budget. Jackie was very pleased with the DPH's actions.
- On Wednesday, February 24th, the Lesbian Health Organizing Committee (consisting of staff and interns from the L/GAC, Operation Concern and Lyon-Martin Clinic, as well as individual community members) will sponsor the first in a series of Lesbian Health Forums. The topic of this forum will be "Partners of Lesbians Coping With Illness and Disability," and it will be held at the Women's Building in San Francisco. (See the enclosed flyer for more details.)
- Jackie announced that the Women's Cancer Resource Center will hold a benefit on February 4th at the Victoria Theater in San Francisco. Be there or be square!

4. AIDS Issues and Legislation.

Norm has a copy of a new videotape titled, "AIDS: Everything you and your family always wanted to know ... but were afraid to ask." The videotape is available on loan from Norm.

Lester asked that the Committee write Assemblymen Philante and Brown urging them not to vote for Senator Doolittle's bill S.1003, which would require all sex offenders to take the AIDS antibody test.

***m/s/c to write such a letter and to request that one also be written from the HRC.

5) New/Old Business.

Ruth Hughes announced that a conference on "Ethnic and Sexual Minority Youth Suicide" will be held March 25-26 at Fort Mason in San Francisco. For more information, call 554-7630 or 558-4801. The L/GAC is a sponsor of this conference.

Lester said that he talked with Claude Everhart, the Deputy Mayor to Art Agnos, about a committee being formed to suggest new Commission appointments. The Mayor received the L/GAC's letter asking that we be involved in the selection process. It was suggested that each of us call the Mayor's office and request that there be adequate Lesbian and Gay representation on the selection committee and on the Commissions.

6) Calendar Items.

The next meeting of the L/GAC will be held on Tuesday, February 16th.

City and County of San Francisco



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Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

LESBIAN/GAY ADVISORY COMMITTEE

Date: Tuesday, February 16, 1988
Time: 5:30 p.m. to 7:00 p.m.
Place: 350 McAllister Street
Room 1202, State Building
San Francisco

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AGENDA

1. Adoption of the Minutes of January 19, 1988
2. Staff Report
3. A discussion of the proposed Domestic Partnership Ordinance
4. AIDS issues -- Norm Nickens
5. New/Old Business
6. Announcements
7. Calendar Announcements

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

NOTE: This is a public meeting. At the discretion of the Chair, public comment may be heard after discussion of a specific item on the agenda.

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3. Staff Report.

Jackie Winnow provided the following staff report:

- Until Mayor Art Agnos appoints new Commissioners, the L/GAC will operate without Commissioners and we will not appoint any new

City and County of San Francisco



Human Rights Commission

Office of Minority/Women Business Enterprise

Office of Contract Compliance

Office of Dispute Resolution

LESBIAN/GAY ADVISORY COMMITTEE

Date: Tuesday, March 15, 1988

Time: 5:30 - 6:30 p.m.

Place: 350 McAllister Street
Room 1202, State Bldg.
San Francisco, CA

AGENDA

1. Adoption of Minutes of February 16, 1988 (Note: There are no official written minutes of the February meeting.)
2. Staff Reports
3. Lesbian Health Issues
4. New/Old Business
5. Announcements
6. Calendar Items

L/GAC Members: If you cannot attend this meeting, please call Eileen Gillis at 558-4901.

Note: This is a public meeting. At the discretion of the Chair, public comment may be heard after discussion of a specific item on the agenda.

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3. Staff Report.

Jackie Winnow provided the following staff report:

- Until Mayor Art Agnos appoints new Commissioners, the L/GAC will operate without Commissioners and we will not appoint any new

City and County of San Francisco



SF
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Human Rights Commission

Office of Minority/Women Business Enterprise

Office of Contract Compliance

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LESBIAN/GAY ADVISORY COMMITTEE

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NEXT MEETING

APR 15 1988

Date: Tuesday, April 19, 1988

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Time: 5:30 - 7:00 p.m.

Place: 350 McAllister Street
Room 1202, State Bldg.
San Francisco, CA

Minutes of March 15, 1988:

Committee Members Present: Larry Brinkin, Christopher Grubbs, Tony Henry, Ruth Hughes, Marty Kashuba, Lester Olmstead-Rose, Darrell Yee

Committee Members Absent: Dan Turner, Marcy Rein

Staff Present: Eileen Gillis, Diane Spagh (Intern)

Guests: Jeremy Landau, John Mehring

The meeting was convened at 5:35 p.m. by Tony Henry, acting chairperson.

1. Adoption of Minutes of February 16, 1988. Due to staff illness, there are no minutes of the February 16 meeting.
2. Lesbian Health Issues. Diane reported on the success of the Lesbian Health Forum, held on February 24 at the Women's Building. The forum was attended by about 100 women and was a good starting point for the series of forums to follow. The next forum is scheduled for Sunday, April 17, 2:00 - 5:00 p.m. at the Women's Building (see enclosed flyer).
3. Staff Reports. Eileen reported that Jackie Winnow has taken a year's leave of absence. Jackie has a strong support system, but still needs help with practical support. Eileen circulated a sheet for Committee members to sign up for the type of support they can offer Jackie. The Committee also collected money to send Jackie some flowers or a plant.

Eileen reported that there will be less staff support for the L/GAC, so the Committee should be careful not to overload the staff with work. We agreed that we should put pressure on the HRC not to cut staff from the Lesbian/Gay/AIDS Unit, should the Commission need to make budget cuts in the near future. We

3. Staff Report.

Jackie Winnow provided the following staff report:

- Until Mayor Art Agnos appoints new Commissioners, the L/GAC will operate without Commissioners and we will not appoint any new

also agreed that we would request that a member from the L/GAC sit in on all Administrative Committee meetings where budget decisions affecting staff are made. Larry Brinkin agreed to be our representative to the Administrative Committee meetings.

***m/s/c to send a letter to the HRC requesting that a Commissioner be appointed to chair the L/GAC as soon as possible and that a member of the L/GAC be allowed to sit in on the Administrative Committee meetings.

***m/s/c to send a letter to the HRC asking them to approach Mayor Agnos, informing him of the situation with the L/GAC and asking him to put priority on selecting Human Rights Commissioners who would serve as chairpersons to the L/GAC. The letter to Agnos should point out that the L/GAC is the only mandated Committee of the Human Rights Commission and that we have traditionally had two Commissioners assigned as L/GAC chairpersons.

Eileen will discuss the appropriate process for these letters with Grant before actually writing them. Lester and Darrell both agreed to represent the L/GAC at HRC meetings when these items are discussed on their agenda.

Lester raised the question of whether we should be prepared to mobilize community support if it appears likely that a staff person will be cut from the Unit. We decided that certainly such support should be mobilized if the issues arises, but we would wait and see what actions the HRC takes regarding staff cuts.

The Committee then expressed its appreciation to Eileen for her strength and commitment during this difficult time.

4. New/Old Business.

- a. Project Open Minds: ***m/s/c to write a letter of endorsement to Project Open Minds, an organization dedicated to raising consciousness and awareness in the public school system about Lesbian/Gay families and Lesbian/Gay youth.
- b. Local 250 Hospital and Institutional Workers Union: A representative from Local 250 (John Mehring) asked for our endorsement of their proposed contract changes. Eileen will look into whether or not the HRC has a blanket policy about endorsing Union activities and will inform John of the results.
- c. Smoot Case: ***m/s/c to send a letter to Judge Weinstein regarding his ruling in the Smoot murder case, particularly objecting to his inflammatory statements about homosexuality and his implications that the victim brought the murder on himself. Lester will send Eileen newspaper clippings on the case so that she can draft a letter.

5. Calendar Items. The next meeting will be held on Tuesday, April 19. Darrell Yee will chair the meeting.

City and County of San Francisco



Human Rights Commission

Office of Minority/Women Business Enterprise

Office of Contract Compliance

Office of Dispute Resolution

LESBIAN/GAY ADVISORY COMMITTEE

Date: Tuesday, April 19, 1988

Time: 5:30 - 7:00 p.m.

Place: 350 McAllister Street
Room 1202, State Bldg.
San Francisco, CA

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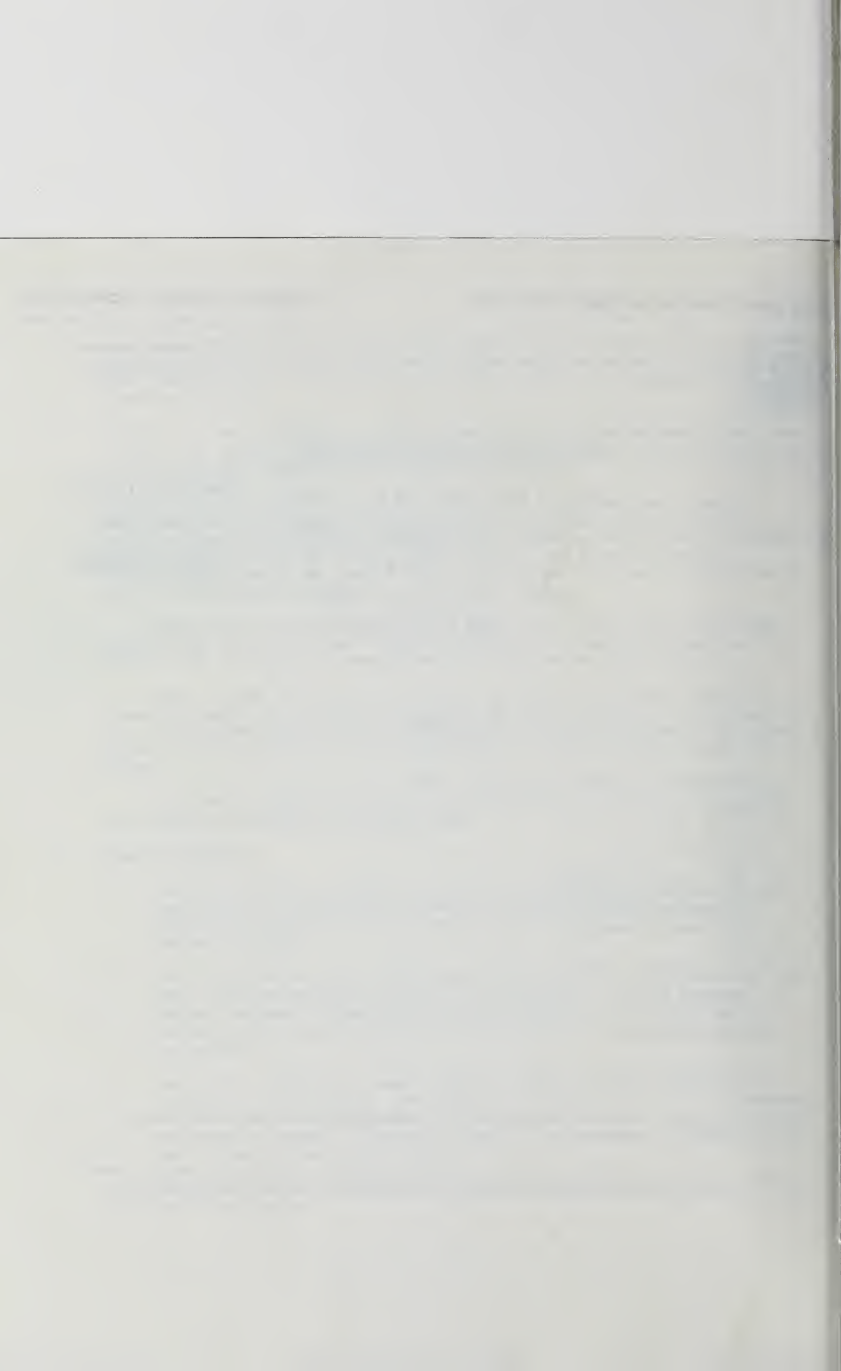
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AGENDA

1. Adoption of minutes of March 15, 1988
2. Staff Reports
3. AIDS/ARC Issues
 - a) Legislative Report
 - b) Ballot Initiatives
 - c) Budget Update
 - d) General Update
4. U.S. Olympics Update
5. New/Old Business
6. Announcements
7. Calendar Items

L/GAC Members: If you cannot attend this meeting, please call Norm Nickens at 558-4901.

Note: This is a public meeting. At the discretion of the Chair, public comment may be heard after discussion of a specific item on the agenda.



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CITY AND COUNTY OF SAN FRANCISCO

HUMAN RIGHTS COMMISSION
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

LESBIAN/GAY ADVISORY COMMITTEE

MINUTES OF APRIL 19, 1988

NEXT MEETING

* * * * *

DATE: Tuesday, May 17, 1988

TIME: 5:30 - 7:00

PLACE: 350 McAllister Street
Room 1202, State Building
San Francisco, CA

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MAY 11 1988

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COMMITTEE MEMBERS PRESENT: Allen Bennett, Larry Brinkin, Tony Henry, Ruth Hughes, Lester Olmstead-Rose, Dan Turner, Darrell Yee.

COMMITTEE MEMBERS ABSENT: Christopher Grubbs, Marty Kashuba, Marcy Rein

STAFF: Norm Nickens, Diane Spagh (Intern)

GUESTS: Jeremy Landau

The meeting was convened at 5:40 P.M. by Commissioner Allen Bennett, Interim Chairperson of the L/GAC.

1. Adoption of Minutes of March 15, 1988

**** m/s/c to adopt minutes of March 15, 1988 as written.

2. Staff Reports

Diane Spagh reported that she talked with Jackie Winnow today and Jackie sends her love to the L/GAC. Diane also reported that the money raised at the last meeting to buy flowers for Jackie was used instead to place a display ad in the program for NOW's annual "Mothers and Daughters Working for Social Change" event. Jackie Winnow is one of the women being honored at this year's event. Diane encouraged everyone to buy a ticket for the event and come to support Jackie.

Diane Spagh also reported on the second Lesbian Health Forum held on Sunday, April 17 at the Women's Building. The topic of the forum was "Lesbians Living with Physical Disability and Chronic Illness." The forum was well-attended and quite successful. The next forum is on "Chronic Fatigue Syndrome (EBV)" and will be held on Sunday, June 5, 2:00-5:00 P.M. in the Women's Building. (See enclosed flyer.)

Norm Nickens reported that Eileen Gillis will be leaving the HRC in June to attend law school at U.C. Davis. Efforts are now underway to hire a temporary replacement for Jackie and a permanent replacement for Eileen. This process may take time and the Committee should bear with the staff in the meantime. Norm Nickens also reported that a letter from the HRC to Mayor Agnos regarding appointment of Commissioners to the HRC was mailed on April 15. Hopefully, new Commissioners will be appointed within the next few weeks. In the

meantime, Commissioner Allen Bennett will serve as acting Chairperson of the L/GAC.

3. AIDS/ARC Update

Norm Nickens reported on the recent trip he made to the World Health Organization (WHO) meeting in Geneva. One of the major items of discussion was Great Britain's attempt to require that all new applicants for pilot training be tested for the HIV virus. On his way home from Geneva, Norm stopped in London, where he visited the Terrence Higgins Trust, an organization similar to the Shanti Project and the AIDS Foundation. Norm showed us some of the AIDS-related literature he obtained while in Europe, which gave us an idea of what is happening in other parts of the world.

Next Norm Nickens provided us with an update of AIDS-related legislation. There are 115 AIDS-related bills currently before the state legislature. The volume of bills poses a real problem for those of us concerned with AIDS-related legislation because we do not have the resources to properly monitor all these bills.

Norm Nickens informed us that the Larouche initiative (Prop. 69) gained enough signatures to be on the June ballot. He also pointed out that the November election will be a very important one as many of the AIDS-related initiatives may be on the ballot at that time.

To help with the volume of work he will face with Eileen Gillis, Jackie Winnow and Diane Spaugh no longer in the office, Norm is currently looking for work-study interns. If you know of people interested in an internship at the HRC, please direct them to Norm Nickens.

4. OLYMPICS UPDATE

**** m/s/c to request the HRC to send a letter to Mayor Agnos and the Board of Supervisors supporting their official position regarding the U.S. Olympics, and applauding their understanding of the issues related to the question of whether or not the U.S. Olympics should be held in San Francisco. **** m/s/c to urge the HRC to take an official position against Prop. M, which is Quentin Kopp's attempt to take the question of whether or not the Olympics should be held in San Francisco to the voters.

5. ANNOUNCEMENTS

Jeremy Landau announced that he has been appointed to the Executive Board of the AIDS National Interfaith Network.

Norm Nickens announced that he has been appointed to Filipino AIDS/ Education Advisory Board.

6. CALENDAR ITEMS

The next meeting will be held on Tuesday, May 17, 5:30-7:00 P.M. in Room 1202 of the State Building, 350 McAllister Street in San Francisco.

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise

Office of Contract Compliance

Office of Dispute Resolution



LESBIAN/GAY ADVISORY COMMITTEE

DOCUMENTS DEPT.

Date: Tuesday, May 17, 1988

MAY 11 1988

Time: 5:30 - 7:00 p.m.

SAN FRANCISCO
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Place: 350 McAllister Street
Room 1202, State Bldg.
San Francisco, CA

AGENDA

1. Adoption of minutes of April 19, 1988 - 5 minutes
2. Staff Reports - 10 minutes
3. AIDS/ARC Update - 20 minutes
4. U.S. Olympics Update - 20 minutes
5. Budget Update - 20 minutes
6. New/Old Business - 5 minutes
7. Announcements - 5 minutes
8. Calendar Items - 5 minutes

L/GAC Members: If you cannot attend this meeting, please call Norm Nickens or Eileen Gillis at 558-4901

Note: This is a public meeting. At the discretion of the Chair, public comment may be heard after discussion of a specific agenda item.

meantime, Commissioner Allen Bennett will serve as acting Chairperson of the L/GAC.

3. AIDS/ARC Update

Norm Nickens reported on the recent trip he made to the World Health Organization (WHO) meeting in Geneva. One of the major items of discussion was Great Britain's attempt to require that all new applicants for pilot training be tested for the HIV virus. On his way home from Geneva, Norm stopped in London, where he visited the Terrence Higgins Trust, an organization similar to the Shanti Project

CITY AND COUNTY OF SAN FRANCISCO

HUMAN RIGHTS COMMISSION
Office of Minority/Women Business Enterprise
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LESBIAN/GAY ADVISORY COMMITTEE
MINUTES OF AUGUST 16, 1988

DOCUMENTS DEPT.

HUMAN RIGHTS COMMISSION
LESBIAN/GAY ADVISORY COMMITTEE

May 17, 1988

The Minutes for this meeting are missing.

meantime, Commissioner Allen Bennett will serve as acting Chairperson of the L/GAC.

3. AIDS/ARC Update

Norm Nickens reported on the recent trip he made to the World Health Organization (WHO) meeting in Geneva. One of the major items of discussion was Great Britain's attempt to require that all new applicants for pilot training be tested for the HIV virus. On his way home from Geneva, Norm stopped in London, where he visited the Terrence Higgins Trust, an organization similar to the Shanti Project

City and County of San Francisco



Human Rights Commission

Office of Minority/Women Business Enterprise

Office of Contract Compliance

Office of Dispute Resolution

****LESBIAN/ GAY ADVISORY COMMITTEE MEETING****

21 June 1988, 5:30-7:00

350 McAllister, Room 1200

DOCUMENTS DEPT.

JUN 20 1988

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AGENDA:

- 1) Adoption of minutes;
- 2) Commission and staff reports;
- 3) Olympics letter update;
- 4) Proposed letter re: "The Morton Downey Jr. Show," see enclosed materials;
- 5) Structure of L/GAC and future plans;
- 6) New business;
- 7) Old business;
- 8) Announcements.

meantime, Commissioner Allen Bennett will serve as acting Chairperson of the L/GAC.

3. AIDS/ARC Update

Norm Nickens reported on the recent trip he made to the World Health Organization (WHO) meeting in Geneva. One of the major items of discussion was Great Britain's attempt to require that all new applicants for pilot training be tested for the HIV virus. On his way home from Geneva, Norm stopped in London, where he visited the Terrence Higgins Trust, an organization similar to the Shanti Project

HUMAN RIGHTS COMMISSION
LESBIAN/GAY ADVISORY COMMITTEE

June 21, 1988

The Minutes for this meeting are missing.

meantime, Commissioner Allen Bennett will serve as acting Chairperson of the L/GAC.

3. AIDS/ARC Update

Norm Nickens reported on the recent trip he made to the World Health Organization (WHO) meeting in Geneva. One of the major items of discussion was Great Britain's attempt to require that all new applicants for pilot training be tested for the HIV virus. On his way home from Geneva, Norm stopped in London, where he visited the Terrence Higgins Trust, an organization similar to the Shanti Project

City and County of San Francisco



Human Rights Commission

Office of Minority/Women Business Enterprise

Office of Contract Compliance

Office of Dispute Resolution

****LESBIAN/ GAY ADVISORY COMMITTEE****

16 August, 1988, 5:30 - 7:00

350 McAllister, Room 1200

DOCUMENTS DEPT.

AUG 15 1988

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AGENDA:

- 1) Adoption of Minutes - A formal meeting of L/GAC was not held in July;
- 2) Commission and Staff Reports - Update on Executive Director, Commissioners, and open staff positions;
- 3) AIDS issues - Discussion of blood drive and related issues;
- 4) Lesbian/ Gay issues - Discussion of Watkins Amicus Brief;
- 5) New Business;
- 6) Old Business;
- 7) Announcements

Please call Don Hesse at 558-4901 if you have any questions, Norm will be attending a CDC Conference on AIDS and Ethnic Minorities and will be out of the office from August 15 - 19.

meantime, Commissioner Allen Bennett will serve as acting Chairperson of the L/GAC.

3. AIDS/ARC Update

Norm Nickens reported on the recent trip he made to the World Health Organization (WHO) meeting in Geneva. One of the major items of discussion was Great Britain's attempt to require that all new applicants for pilot training be tested for the HIV virus. On his way home from Geneva, Norm stopped in London, where he visited the Terrence Higgins Trust, an organization similar to the Shanti Project.

LESBIAN/GAY ADVISORY COMMITTEE

MINUTES OF AUGUST 16, 1988

DOCUMENTS DEPT.

MEMORANDUM

From the Office of the
HUMAN RIGHTS COMMISSION

1095 Market Street - #501
San Francisco 94103
558-4901

To: Human Rights Commissioners

Date: August 5, 1988

From: Employment Committee

Re: Request for an Amicus Brief in the Case of
Sergeant Perry J. Watkins v. U.S. Army

The Employment Committee, at its August 4, 1988 meeting, voted to request of the Human Rights Commission, at its meeting of August 11, 1988, that the City Attorney of San Francisco be requested to submit an Amicus Brief in the case of Sergeant Perry J. Watkins v. United States Army. The United States Army has requested a rehearing of an opinion issued by three judges of the United States Court of Appeals for the Ninth Circuit requiring the Army to consider Watkins' re-enlistment application without regard to his sexual orientation. A summary this case is attached for your information. In addition, the employment Committee requests that a letter be directed to Mayor Agnos urging that his office join the Commission in requesting that City Attorney file on amicus brief.

The Employment Committee was of the judgement that the Watkins v. U. S. Army case has profound implications for public section employment of Lesbians and Gay men.

DKY:CS:GPR:np
Encl.

meantime, Commissioner Allen Bennett will serve as acting Chairperson of the L/GAC.

3. AIDS/ARC Update

Norm Nickens reported on the recent trip he made to the World Health Organization (WHO) meeting in Geneva. One of the major items of discussion was Great Britain's attempt to require that all new applicants for pilot training be tested for the HIV virus. On his way home from Geneva, Norm stopped in London, where he visited the Terrence Higgins Trust, an organization similar to the Shanti Project

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LESBIAN/GAY ADVISORY COMMITTEE

MINUTES OF AUGUST 16, 1988

DOCUMENTS DEPT.

UPDATE ON WATKINS v. U.S. ARMY

On June 5, 1988, the Gay Rights Chapter sponsored a public forum on Watkins v. United States Army at Golden Gate University. The forum provided a rare opportunity to hear Sergeant Perry Watkins, the plaintiff in the case; Jim Lobsenz, the ACLU cooperating attorney who handled the case; and Matt Coles, an ACLU-NC Staff Counsel and longtime activist for gay/lesbian rights.

In a February, 1988 decision in Watkins, the United States Court of Appeal for the Ninth Circuit invalidated Army enlistment regulations discriminating against lesbians and gay men. That decision was the first time that a federal court applied the equal protection guarantee of the U.S. Constitution as fully to lesbians and gay men as to racial and ethnic minorities.

At the forum, Perry explained how he had always been open about being gay from the time of his pre-induction Army physical in 1967. Yet the Army had considered him qualified for service, and his commanding officers consistently praised his work. Perry, meanwhile, made a personal commitment to complete a career in the Army.

In 1981, the Army promulgated new regulations requiring the discharge and prohibiting the re-enlistment of lesbian and gay service members, regardless of the length or quality of their service. Perry then turned to the ACLU. Since 1981, Jim Lobsenz, an attorney who is in private practice in Seattle and who has done substantial work for the ACLU, has represented Perry.

As Jim discussed at the forum, he initially focused on an equitable estoppel argument: because the Army had always know that Perry is gay and had repeatedly allowed him

to re-enlist in the belief that he could build a military career, the Army should be prohibited from discharging Perry. Although the Court of Appeal rejected this argument, it eventually invalidated the 1981 regulations on the much broader grounds that they unconstitutionally violated equal protection.

Shortly after the June 5 ACLU forum, the Court of Appeal issued an order withdrawing the February 1988 decision, on the ground that the issues posed by Watkins were so important as to require review by an en banc panel of 11 judges. Thus, the landmark February, 1988 decision has been nullified, but not reversed.

Watkins could effect the civil rights of all lesbians and gay men. If the 11-judge panel upholds the earlier 3-judge decision, Watkins could provide a ruling that all forms of governmental discrimination on the basis of sexual orientation should be presumed unconstitutional and subject to "strict scrutiny" by reviewing courts. Such a decision would effectively prohibit governmental discrimination in housing, public assistance benefits, employment, loans and all other areas where federal, state, and local governments attempt to treat lesbians and gay men differently from heterosexuals.

The Court of Appeals has not yet set a date for the reargument of Watkins, although it will probably do so within the next six months. Whichever party loses as a result of the en banc decision (which could be two years away) is likely to petition the U.S. Supreme Court for review. The Supreme Court has discretion to grant or deny review.

meantime, Commissioner Allen Bennett will serve as acting Chairperson of the L/GAC.

3. AIDS/ARC Update

Norm Nickens reported on the recent trip he made to the World Health Organization (WHO) meeting in Geneva. One of the major items of discussion was Great Britain's attempt to require that all new applicants for pilot training be tested for the HIV virus. On his way home from Geneva, Norm stopped in London, where he visited the Terrence Higgins Trust, an organization similar to the Shanti Project

LESBIAN/GAY ADVISORY COMMITTEE

MINUTES OF AUGUST 16, 1988

*
* NEXT MEETING *
*
* DATE: Tuesday, September 27, 1988 *
*
* TIME: 5:30 - 7:00 P.M. *
* (Be on time; building doors *
* lock at 6:00 p.m. *
*
* PLACE: HRC Offices *
* 1095 Market Street, #509 *
* San Francisco, CA 94103 *

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SEP 20 1988

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COMMITTEE MEMBERS PRESENT: Ruth Hughes, Lester Olmstead-Rose, Dan Turner,
Darrell Yee, Commissioner Allen Bennett

COMMITTEE MEMBERS ABSENT: Tony Henry, Marcy Rein

STAFF: Donald Hesse

GUEST: Jeremy Landau

1. Adoption of minutes: there was no formal meeting in July and the minutes of the June meeting were not available. Put over.
2. Commissioner Bennett discussed the process for the selection of the Executive Director, indicating that a short list of four names has been submitted to the Mayor. He also said that to date no new Commissioners have been named. Don Hesse gave the staff report indicating that Jackie Winnow hopes to be back on a part time basis by mid-September and the other position is in the process of being filled.

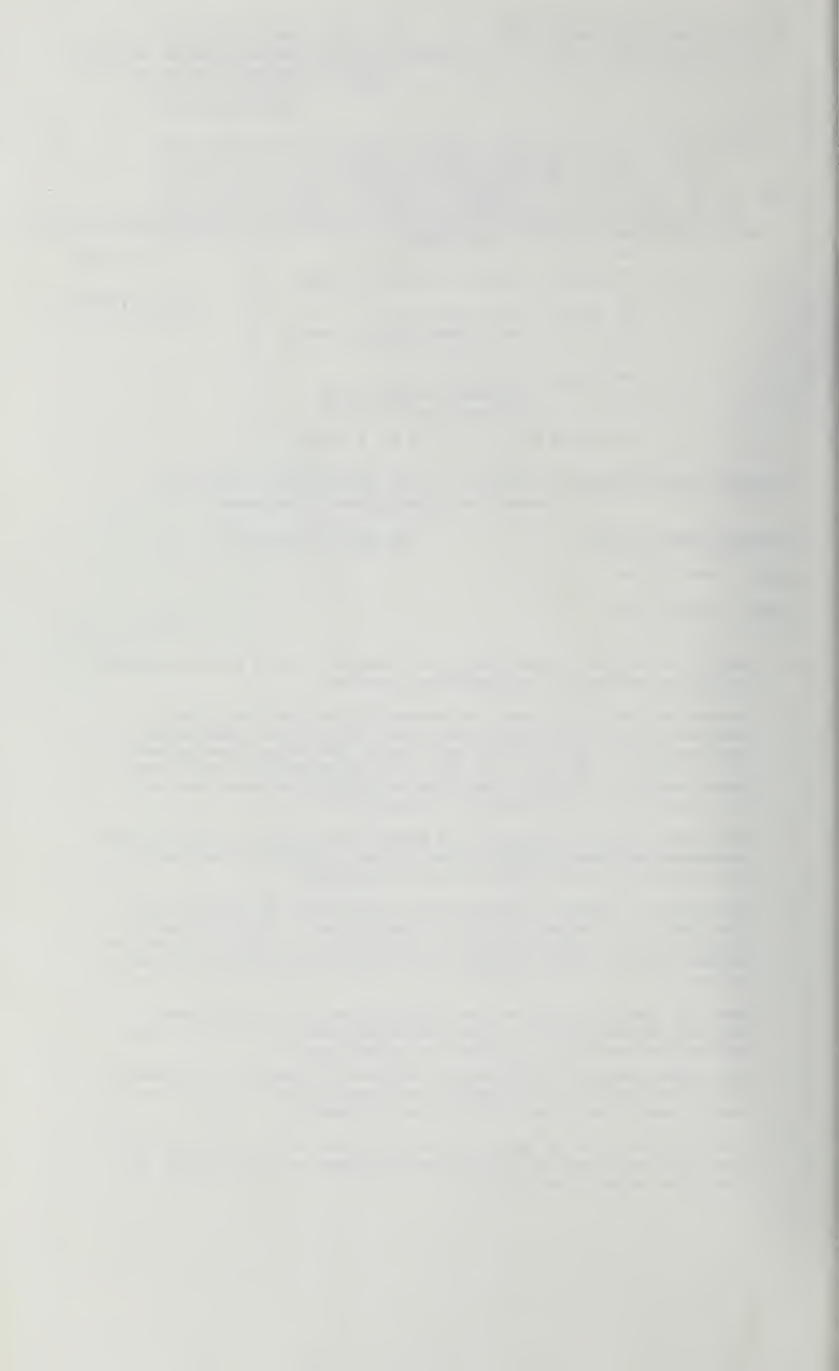
Ruth Hughes announced that she was a member of the mini task force to make recommendations about the HRC and she had sent a letter to the Director, which she wanted to enter into the record (attached).

3. AIDS issues: Cessation of blood drives in the Castro by Irwin Memorial Blood Bank. It was suggested that a letter be sent to Irwin stating the Committee's sense of outrage at this "abhorrent" act. Further suggestions included asking the Mayor to speak out or the Health Commission to take a position.

There was discussion about whether the L/GAC should (or could) file a complaint against Irwin or in the alternative, send a letter expressing the Committee's concern and asking for an explanation.

Ruth Hughes indicated that statements had been attributed in the press to Dr. Lorraine Day and she thought a letter should be send asking if she was properly quoted and if so, to explain her statements.

- * It was agreed to set the matter for the next L/GAC and include representatives from Irwin Memorial, Arm in Arm, Milk Democratic Club (two of the blood drive sponsors) and Dr. Day.



A letter will be sent to the parties indicating the Committee's level of concern. Because of the conflict with Yom Kippur, the next meeting was changed to September 7th, at 5:30 p.m. This would allow the issue to go the full Commission on September 8, 1988. Please note: Due to the timely resolution of the matter, Lester Olmstead-Rose requested that the item not be put on the next agenda and actions not be taken.

The next meeting will take place on September 27, at 5:30 p.m. at HRC Offices.

4. Discussion of Watkins Amicus brief: Lester Olmstead-Rose reviewed the process and moved that the Committee send a letter of thanks to the Commission, seconded by Dan Turner and passed unanimously.
5. New Business: Ruth Hughes: would like to invite Sharon Kowalkski (if she was in town) to speak at the L/GAC meeting. Perhaps the Friends of the HRC could sponsor it. Ruth also has a video-tape of a recent show in which Sharon spoke about Karen Thompson.
6. Old Business: Ruth Hughes announced that they had paid off the debt from the sexual minority youth suicide conference.

Dan Turner asked about the status of the complaint against Shanti and was told by staff that it was in process.

7. Announcements: A forum on AIDS treatment will be held at the Collingwood Recreation Center on 8/24 at 7:30. The American Jewish Congress will be opposed to Proposition 102.

Meeting was adjourned at 6:50 p.m.

JW:bct
9/16/88

RUTH A. HUGHES
42 Hugo Street
San Francisco, CA 94122

August 11th 88

Mr Frank Anderson
Interim Director
Human Rights Commission
1095 Market St
S.F., CA. 94103

Dear Mr Anderson,


This letter is a follow-up to the mini-task force meeting which I attended at your invitation, August 2nd, 1988 to discuss direction, focus, and the operation of the Human Rights Commission. I attended that meeting as a member of the Lesbian Gay Advisory Committee, to the HRC. Enclosed are the projected, priorities of the LGAC;

- A.) AIDS in general, with treatment and access to care
some particular issues the committee wishes to address..
- B.) Definition of ARC.
- C.) Legislative and community initiatives as they relate
to eliminating discrimination towards Lesbian/Gays.
- D.) Domestic Partners legislation. Related issues; childcare
women's health care, youth needs in general, foster care
for Sexual Minority Youth, parenting and reproductive rights.
- E.) Lesbian/Gay portrayls in the media and related issues of
violence towards lesbians and gays.
- F.) Finally, the committee will readress the issue of the
Missouri and the Olympics.

All, are concerned that the process of filling unfilled positions be expedited (Rep to HRC position, held by Aileen). And that there be adequate representation of lesbian/gays chosen as commissioners.

I respectfully, request that these priorities be placed in the record as the LGAC's focus certainly, for the next year.

With Dignity & Respect,


Ruth Hughes

Member, Lesbian/Gay Advisory Committee, HRC

c.c. Norm Nickens, LGAC



LESBIAN/GAY ADVISORY COMMITTEE

Date: Tuesday, September 27, 1988

Time: 5:30 to 7:00 p.m.

Place: HRC offices
1095 Market Street, #509
San Francisco

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SEP 22 1988

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AGENDA

- 1.) Adoption of Minutes of August 16, 1988
- 2.) Commissioner Report - Allen Bennett
- 3.) Staff Report - Jackie Winnow
- 4.) Update on Propositions 96 and 102 - David Troyer
- 5.) AIDS Legislative Update - Norm Nickens
- 6.) World of Difference Update - Lester Olmstead-Rose
- 7.) Discussion of L/GAC summer activities and work done on them/work that needs to be done
- 8.) New/Old Business
- 9.) Announcements
- 10.) Calendar Matters

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

NOTE: This is a public meeting. At the discretion of the Chair, public comment may be heard after discussion of a specific item on the agenda.

- ANNOUNCEMENT -

Jackie Winnow is back at work on a part-time basis (Tuesday, Wednesday, and Thursday) as the Coordinator of the Lesbian/Gay and AIDS Unit. "It's good to be back!"

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12/27/88

LESBIAN/GAY ADVISORY COMMITTEE

Minutes of September, 27, 1988

* DATE: Tuesday, October 25, 1988 *
* TIME: 5:30 -7:00 PM (Be on time; *
* Building doors lock at 6:00 PM) *
* PLACE: HRC Offices *
* 1095 Market Street, #509 *
* San Francisco, CA. 94103 *

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OCT 30 1988

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Committee Members Present: Larry Brinkin, Tony Henry, Lester Olmstead-Rose,
Dan Turner, Darrell Yee, Commissioner Allen Bennett

Committee Members Absent: Ruth Hughes, Marcy Rein

Staff: Jackie Winnow, Norm Nickens, Beth Shafran(Intern)
David Troyer (Intern), and Gary Wong

Guest: Charles Klein

The meeting was called to order by Commissioner Bennett at 5:35 PM.

1. Adoption of the Minutes of August 16, 1988

***m/s/c adopted as is.

2. Staff Report

Jackie announced that she was back at the Commission as the Coordinator of the Lesbian/Gay and AIDS Unit on a half-time basis (Tuesday, Wednesday, and Thursday). She introduced legal intern Beth Shafran, who will assist in staffing the Committee. Since the Alice B. Toklas Club dinner is on October 18th and Jackie, Ruth Hughes, Eileen Gillis and Carmen Vazquez among others are being honored, The next Committee date has been set for October 25 (all agreed). It was decided that Committee meetings will continue to be held in the future at the HRC offices. Jackie reported on the status of the Sexual Orientation Discrimination Representative position and conflict of interest understanding, which the Commission should know more about by October 17. In the meantime, L/GAC will not do new member recruitment.

Norm Nickens updated Committee members as to the Shanti complaint and handed out a summary of the findings and actions.

3. Update on Propositions 96 and 102 -

David Troyer and Norm Nickens

David updated the Committee on what was organizationally being done to combat Proposition 102 in the areas of publicity and fundraising. The Committee discussed the reasons why the organizations combatting 102 and 96 had been separated.

Commissioner Bennett reported on a meeting of religious leaders being put on October 20.

***m/s/c for L/GAC to take a position opposing Proposition 102 only if the City has taken such a position. Norm had preliminarily found out that the City probably had but it needs to be ascertained whether this is a reality. Norm reported on Proposition 96 and handed out information. Proposition 96 covers HIV testing and sex crimes, assault, and law enforcement officials. It looks as though Prop. 102 may be defeated, whereas Prop 96 has more of a chance for passage basically because it covers disenfranchised people generally or those easily scapegoated.

4. AIDS Legislative Update -Norm Nickens

Norm Nickens reported on SB 2855 (Marks), SB6 (Robbins), AB3305 (Johnston), SB 1913 (Presley), SB 2394 (Russell), and SB 1007 (Doolittle)

5. World of Difference - Lester Olmstead-Rose

Lester talked about the local program as it relates to the national program. The Anti-Defamation League has started these programs all over the country to educate about the nature of prejudice and its effects. Community United Against Violence (CUAV) has been invited to participate locally. The Anti-Defamation League will only include "race, ethnicity, and religion" and will not capitulate to the addition of gender, sexual orientation or disability. Not only CUAV has requested such an addition, but a local group called Bay Area United Coalition (BUAC) has also done so. The Human Rights Commission is a member of BUAC. BUAC is on the Board running the local World of Difference campaign. New York faced such a problem and Governor Cuomo withdrew State governmental support.

The basic components of the campaign are through the schools and media. Channel 7 has been very cooperative about including Lesbian/Gay concerns anyway.

**** m/s/c to recommend that the HRC contact the ADL, congratulating them on their efforts, but urging them to include sexual orientation, gender, and disability.

6. Discussion of L/GAC Summer Activities

****m/s/c to discuss new members at the October 25 meeting.

7. New/Old Business

Tony Henry announced his resignation as he is moving to Pasadena. He will be missed.

8. Announcements

Commissioner Bennett announced a public education meeting on Proposition 102 on October 13. Oral arguments in the Perry Watkins' case begin on October 12, 1:30 P.M. at the Federal Court Building on 7th and Mission.

9. Calendar Matters

The next meeting of the Lesbian/Gay Advisory Committee will take place on October 25th at 5:30 P.M. at HRC offices.

City and County of San Francisco



Human Rights Commission

Office of Minority/Women Business Enterprise

Office of Contract Compliance

Office of Dispute Resolution

LESBIAN/GAY ADVISORY COMMITTEE

DATE: Tuesday, October 25, 1988

DOCUMENTS DEPT.

TIME: 5:30 to 7:30 P.M.

OCT 25 1988

PLACE: HRC Offices
1095 Market Street
Room 509
San Francisco

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(Building doors are locked at 5:45 P.M.
so please be on time)

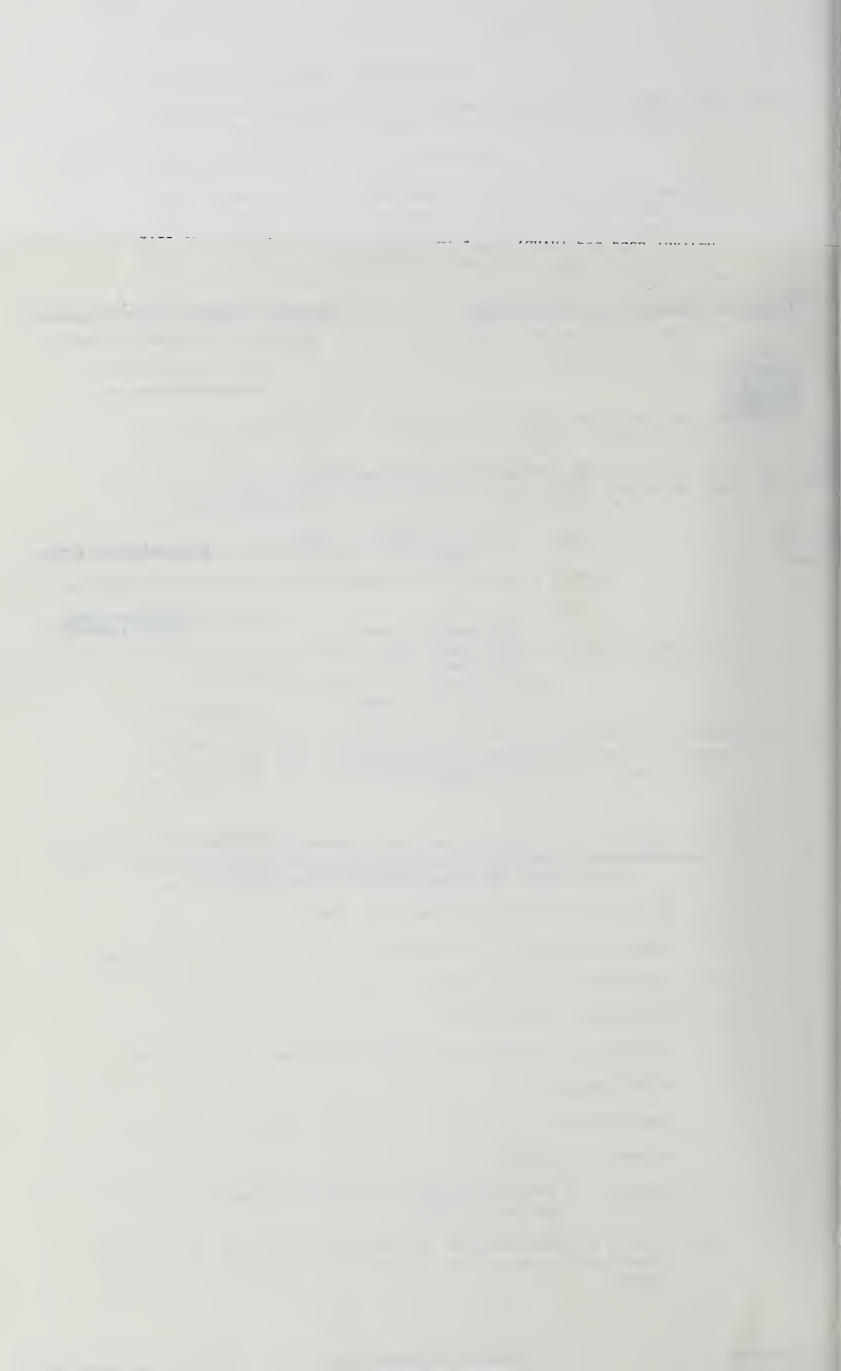
Revised A G E N D A

- 1) Presentation, discussion, and action regarding the World of Difference campaign - Richard Hirschhaut of the Anti-Defamation League and Lester Olmstead-Rose of Community United Against Violence.
- 2) Adoption of Minutes of September 27, 1988
- 3) Commissioner Report - Allen Bennett
- 4) Staff Report - Jackie Winnow
- 5) AIDS Issues - Norm Nickens
- 6) Formation of new membership outreach committee - Jackie Winnow
- 7) New/Old Business
- 8) Announcements
- 9) Calendar Matters

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

NOTE: This is a public meeting. At the discretion of the Chair, public comment may be heard after discussion of a specific item on the agenda.

JW:np



12/25/88

CITY AND COUNTY OF SAN FRANCISCO

HUMAN RIGHTS COMMISSION
Office of MBE/WBE Business Enterprise
Office of Dispute Resolution

Office of Contract Compliance
LESBIAN/GAY ADVISORY COMMITTEE

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Minutes of October 25, 1988

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Next Meeting

Date: Tuesday, November 15, 1988

Time: 5:30-7:30 pm

Place: HRC Offices, 1095 Market St, #509, San Francisco

Committee Members Present: Commissioner Allen B. Bennett, Larry Brinkin, Ruth Hughes, Lester Olmstead-Rose, Dan Turner, and Carmen Vazquez.

Committee Members Absent: Marcy Rein, Darrell Yee
Staff: Jackie Winnow, Norm Nickens, Beth Shafran (Legal Intern), and John Hurst (Social Work Intern).

Guests: Rick Hirschhaut (ADL), Jill Tregor (CUAV), Jeremy Landau

The meeting was called to order by Commissioner Bennett at 5:38 pm.

1. Adoption of the minutes of Sept. 27, 1988:

m/s/c adopted as is.

2. Commissioner Bennett's Report:

Mayor Agnos recently addressed HRC and Commissioners. He promised to make announcements of changes at HRC within thirty days. The Mayor expressed his gratitude to all Commissioners and staff, and stressed his commitment to HRC.

3. Staff Report:

Norm Nickens announced that former HRC director Grant Mickens had been appointed to the Civil Service Commission.

Jackie Winnow announced Larry Brinkin's hiring as the Sexual Orientation Discrimination Representative. He will start on November 15, 1988. Jackie discussed progress on the Conflict of Interest law that has hindered the committee from recruiting or appointing new members.

4. A World of Difference (AWOD) Campaign:

At the last September L/GAC meeting Lester Olmstead-Rose had reported on Lesbian/Gay involvement with the World of Difference Campaign and the Campaign's response to our inclusion and concerns. Before the Committee made a recommendation to the full Commission, it decided to invite to its October meeting the Anti-Defamation League, the group spearheading this campaign targeting prejudice, as well as Community United Against Violence, the Lesbian/Gay anti-violence organization which has been involved with AWOD for some time.

Lester Olmstead-Rose presented a letter that Community United Against Violence has sent to Jackie Winnow at the HRC stating CUAV's concerns regarding the Lesbian/Gay community's participation in the AWOD campaign. The letter states that the exclusion of certain types of prejudice prevents AWOD from being a true anti-discrimination campaign, and by remaining silent promulgates discrimination. It asks HRC to work with ADL to change it's policy. If ADL won't include sexual orientation, gender, and disability issues in its educational materials, CUAV asks HRC to disassociate itself

from AWOD. Other alternatives to the AWOD campaign were discussed.

Rick Hirschhaut, Regional Director of the Anti-Defamation League, discussed the basic themes of AWOD and ADL. He claims that the ADL has taken public positions against Lesbian/Gay discrimination. He stated that the teacher resource guide to the educational materials will include a listing for CUAV, but that the lessons are limited to areas ADL has traditionally been involved in: religious, racial, and ethnic discrimination. Mr. Hirschhaut claims the study guide lessons are broadly based and that the main reason that sexual orientation discrimination isn't mentioned is that "ADL didn't want to list some minorities and leave others out". Also left out is gender and disability.

Discussion: Dan Turner wants to address Gay discrimination now, not wait for a "ripple effect". He supports an aggressive campaign. As he said, "Waiting for the right time to come just doesn't".

Rick Hirschhaut said that the ADL didn't have the authority, flexibility, or ability to include other issues in the AWOD campaign. Mr. Hirschhaut said that it was a policy decision to include only racial, ethnic, and religious prejudice in the study guide, but that it was okay to expand areas of prejudice when it came to community activities.

Lester Olmstead-Rose pointed out that the staff of ADL made the decision to exclude sexual orientation in their educational materials, while the ADL board had adopted no policy on the issue. He also pointed out that CUAV was not asking the ADL to have expertise in the area of sexual orientation discrimination, but to seek out experts in this field as they had done with other minority communities.

Norm Nickens said that it appeared everyone (local media, sponsors, and community groups) except ADL was willing to include the subject of Lesbian/Gay discrimination. The HRC is vital to the Civil Rights community in S.F., and the HRC must take a stand to fight prejudice in all its insidious and myriad forms.

Commissioner Bennett expressed concern about the "focused exclusion" of certain groups.

Larry Brinkin stated that the Lesbian/Gay community has learned that there will never be freedom unless everyone constantly works against all prejudice.

***m/s/c by Carmen Vazquez, unanimously to request the HRC to write a letter expressing its deep concern that ADL has excluded sexual orientation, gender, and disability discrimination from the AWOD campaign's educational materials, and that the HRC will work to effect change. Additionally, AWOD should not complete study guides until these concerns are resolved.

5. Formation of Membership Outreach Committee:

Jackie Winnow announced the formation of a new membership outreach committee to search for candidates who would fill vacant L/GAC positions. It appears that the conflict of interest issue will be resolved soon. Ruth Hughes and Lester Olmstead-Rose agreed to be members of this new committee, along with Jackie and a Commissioner.

6. New Business:

Lester Olmstead-Rose discussed "Midnight Caller" and the deep concerns the Gay and AIDS communities have regarding a show being made which depicts a bisexual man infected with HIV as purposely infecting others.

***m/s/c unanimously: HRC to send letter to Lorimar Productions expressing concern.

Meeting closed at 7:30 pm.

City and County of San Francisco



Human Rights Commission

Office of Minority/Women Business Enterprise

Office of Contract Compliance

Office of Dispute Resolution

LESBIAN/GAY ADVISORY COMMITTEE

Date: Tuesday, November 15, 1988

Time: 5:30 to 7:30 p.m.

Place: HRC offices, Room 509
1095 Market Street, S.F.

**Building doors are locked at
5:45 p.m. so please be on time

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AGENDA

- 1.) Adoption of the Minutes of October 25, 1988
- 2.) Policy Statement on Immigration and AIDS -- Ignatius Bau, Immigrant and Refugee Rights Project, S.F. Lawyers' Committee for Urban Affairs
- 3.) Post-election discussion
- 4.) New/Old Business
- 5.) Announcements
- 6.) Calendar Matters

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

NOTE: This is a public meeting. At the discretion of the Chair, public comment may be heard after discussion of a specific item on the agenda.

jw

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LESBIAN/GAY ADVISORY COMMITTEE
Minutes of November 15, 1988

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* NEXT MEETING *
*
* DATE: Tuesday, December 20, 1988 *
* TIME: 5:30 - 7:30 p.m. *
* PLACE: State Building *
* 350 McAllister Street *
* Room 1200 *
* San Francisco, CA 94102 *

Committee Members Present: Commissioner Lenore Chinn, Ruth Hughes, Dan Turner, Carmen Vazquez, and Darrell Yee.

Staff Present: Larry Brinkin, Norm Nickens, Beth Shafran (Legal Intern); John Hurst (Social Work Intern).

Guests: Ignatius Bau, of the Lawyers Committee for Urban Affairs; Jeremy Landau.

The Meeting was called to order at 5:32 p.m.

1. Adoption of the Minutes of October 25, 1988:

m/s/c adopted as it is.

2. Policy on Immigration and AIDS:

Norman Nickens discussed L/GAC/HRC consideration of taking a position on Immigration policy in regards to HIV testing. Guest Ignatius Bau from Lawyers' Committee for Urban Affairs discussed hurdles facing an individual seeking legalization and HIV testing currently demanded by INS.

Norm Nickens discussed the public policy implications of non-voluntary, non-confidential, non-anonymous testing. He also discussed how such testing would disproportionately impact minority groups, discourage immigration, be cost prohibitive to many potential applicants, and be unreliable due to vast numbers of false HIV-positive tests and that there was no way to even know what the testing standards would be.

The Lawyers Committee for Urban Affairs requested a letter from HRC in support of its position that testing HIV-positive not be grounds to be refused legalization.

Key Points were:

- (1) It is contrary to public interest and inhumane to refuse legalization to HIV positive applicants because such persons will be more vulnerable to discrimination.
- (2) Discrimination against AIDS/ARC and HIV -positive persons is aggravated by such policies that isolate those individuals.
- (3) The social costs of HIV discrimination are much higher than any possible perceived benefit of identification.

- (4) The public interest in preventing transmission of HIV is best served by policies that encourage voluntary testing, counseling, and treatment.

***m/s/c Ruth Hughes made a motion asking HRC to adopt a policy statement on the issue of immigration and HIV testing. The motion was seconded and carried by all.

3. Post Election Discussion:

Discussion of national and local election results. Discussion of Domestic Partners legislation. The passage of Proposition 36 was discussed by Carmen Vazquez.

4. Red Cross Issue:

Norm Nickens discussed the right of all people to participate in Red Cross trainings. Unreasonable fears of disease transmission are not enough to discriminate against interested persons participating in classes. Norm is in the process of negotiation with Red Cross and assisting them in formulating policy on this issue.

5. Community Concerns:

The National Lesbian and Gay Health Conference is now accepting proposals for presentations at its Eleventh Conference. Applications were due by November 20, 1988.

There was a discussion on SHAPE (Stop Homosexual Advocacy in Public Education), a group that is intolerant of individual freedom and panders to the public's fear and ignorance. Some literature from SHAPE was examined and all were offended at its sensational nature and prejudiced views. BANGLE (Bay Area Network of Gay and Lesbian Educators) seeks letters in opposition to SHAPE's hate campaign.

***m/s/c Ruth Hughes expressed outrage at SHAPE's Agenda and made a motion requesting the Committee and Commission send letters expressing support for BANGLE and against current legislation supported by SHAPE that would impact the Lesbian/Gay Community.

6. Midnight Caller

A letter was sent from the Commissioners regarding this show's "AIDS Story". There is now another script dealing with lesbian mothers. L/GAC will monitor this development.

7. A World of Difference

The Commissioners have drafted and sent a letter expressing their concern. Norm Nickens reported that Rick Hirschmaut, Regional Director of the Anti-Defamation League, told him that ADL may make policy changes which HRC L/G favors.

8. Announcements

Carmen Vazquez announced that the Women's Building of the Bay Area is having its annual Fundraiser, Women's Crafts Fair in December.

Ruth Hughes expressed concern over vandalism after election. A house displaying Pat Norman posters was splashed with tar. Larry Brinkin had his car covered with shaving cream. The L/CAC would like to hear of any other incidents.

Norm will be away from HRC all of December for vacation.

The meeting was closed at 6:20 p.m.

City and County of San Francisco



Human Rights Commission

Office of Minority/Women Business Enterprise

Office of Contract Compliance

Office of Dispute Resolution

LESBIAN/GAY ADVISORY COMMITTEE

Date: Tuesday, December 20, 1988

Time: 5:30 to 7:00 p.m.

Place: State Building
350 McAllister Street
Room 1200
San Francisco

AGENDA

1. Adoption of Minutes of November 15, 1988
2. Commissioner Report - Commissioner Chinn
3. Staff Report - Jackie Winnow
4. SHAPE and Wyman legislation - Larry Brinkin and Lester Olmstead-Rose
5. Recommendation to HRC for Chapter 12A changes regarding the Lesbian/Gay Advisory Committee
6. New Member Update - Jackie Winnow
7. Preliminary discussion of L/GAC's activities for the next six months
8. New/Old Business
9. Announcements
10. Calendar Matters

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

NOTE: This is a public meeting. At the discretion of the Chair, public comment may be heard after discussion of a specific item on the agenda.

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Lesbian/Gay Advisory Committee
Minutes of December 20, 1988

DOCUMENTS DEPT.

JAN 17 1989

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Next Meeting

DATE: Tuesday, January 24, 1989
TIME: 5:30 - 7:30 P.M.
PLACE: State Bldg. 350 McAllister Street
Room 1200, San Francisco, CA 94102

Committee Members Present: Commissioner Adrian Bermudez, Jr., Commissioner Lenore Chinn, Lester Olmstead-Rose.

Staff Present: Larry Brinkin, Jackie Winnow, Beth Shafran (Legal Intern)

Guests: Jeremy Landau

The meeting was called to order at 5:30 P.M. by Vice-Chair Chinn.

1. Adoption of The Minutes of November 15, 1988:

m/s/c adopted as is.

2. Commissioner Report:

Commissioner Chinn reported that the Commission, at its December 8 meeting, passed the resolution recommended by L/GAC that the HRC stand against the Immigration and Naturalization Service's policy of mandatory HIV antibody testing of immigrants.

3. Staff Report:

Jackie Winnow gave a brief summary of on-going issues being worked on by L/GAC, including: 1) SHAPE (Stop Homosexual Advocacy in Public Education), a campaign being waged by the Coalition for Traditional Values, a homophobic group lobbying and organizing statewide against education that provides a concept of homosexuality as a viable life style. 2) (AWOD) A World of Difference nationwide and local media/educational program produced by the Anti-Defamation League of B'nai B'rith that claims to battle prejudice and discrimination. Presently, only ethnic and religious prejudice is included in the program. HRC, CUAV, and other groups have been engaged in on-going work to convince ADL to include gender, disability, and sexual orientation discrimination in the program. The Anti-Defamation League refused to meet with us to solve the problem, because the HRC notified the media about its concerns. 3) The Women's Health Organizing Committee is continuing to meet with the Department of Public Health about women-specific programming. Jackie related that the budget process had begun and would keep L/GAC posted.

Jackie thanked legal interns Beth Shafran and Judy Malumphy of New College Law School for their good work, and thanked Larry Brinkin for his good and productive starting weeks as the new Sexual Orientation Discrimination Representative.

HAPPY NEW YEAR TO ALL.

Larry Brinkin reported that he is handling many on-going and new cases. He has been active in AWOD mediations. He was very involved in the "Midnight Caller" issue, in which an episode involved a bisexual man knowingly and recklessly infecting others with HIV, and called the show, "an invitation to violence". He appeared on a TV show airing after the episode in which he discussed the possible impact such a show has in contributing to a climate of anti-gay discrimination. Larry also appeared on a TV talk show featuring Gay and Lesbian couples, and was interviewed for a documentary to be shown soon which deals with discrimination against Lesbians and Gay men.

Larry said he loves his new job.

4. SHAPE and Wyman Legislation:

SHAPE (Stop Homosexual Advocacy in Public Education) is a group that seeks to silence the Lesbian/Gay Community through prevention of education that shows Gay/Lesbian lives as productive, meaningful, and well-adjusted. The "Coalition for Traditional Values" (which is sponsoring SHAPE) through its leader and spokesperson Lou Sheldon, seeks to promote anti-Gay bigotry with a campaign of lies pandering to societal fears. L/GAC discussed this serious threat to civil rights and how to best support educators, CUAV, Bangle, and others in fighting this threat.

*** m/s/c

It was agreed that, in addition to drafting a letter for the HRC to send to the Contra Costa County Human Relations Commission (per L/GAC motion passed at November 15 meeting), the following would be done by L/GAC: draft a letter for HRC to send to statewide organization of Human Rights Commissions, CAHRO, encouraging support of anti-homophobia in education and opposing SHAPE; making phone calls to Bay Area Human Rights Commissions to discuss the SHAPE campaign; invite representations of CUAV and Contra Costa County HRC to attend the SFHRC meeting on January 12.

Assemblyman Phil Wyman (R-Bakersfield) is in the process of authoring legislation that cuts off monies to any educational programs or curricula that are in any way "pro-Gay" such as counseling youth for Lesbian and Gay speakers bureaus (that do outreach on Lesbian/Gay Community issues), etc.

*** m/s/c

Lester Olmstead-Rose made a motion to ask HRC send letters to the Board of Supervisors and the Mayor urging the City to take a position against the Wyman Legislation when it is introduced in the State Assembly. Commissioner Chinn seconded that motion, which then passed unanimously. Lester Olmstead-Rose said he would speak in front of HRC on this issue.

5. Changes in Chapter 12A

Currently Chapter 12A requires that L/GAC "Members shall be residents of the City and County of San Francisco." L/GAC is one only HRC committee to have such a condition. Since some members may work in community agencies like CUAV but live outside the City, their expertise is valuable to one Commission and one City and should not be thwarted.

*** m/s/c

To request HRC have the wording in Chapter 12A changed to show the deletion of the sentence in Section 12A.6 requiring City residency. Since HRC is looking into the wording of Chapter 12 of the administrative code, our recommended changes be done at the same time.

6. New Member Update:

Jackie Winnow reported that a news release was sent out to recruit new L/GAC members, and that the New Member Committee (Graff, Chinn, Hughes, Olmstead-Rose, Winnow) has met and scheduled times and dates for application reviews and interviews. The process should be completed in time for the new members to attend the L/GAC meeting of January 24.

7. L/GAC Activities for Next Six Months

This item was tabled until the January 24 meeting.

8. New/Old Business:

Lester Olmstead-Rose discussed the subject of police violence towards Dolores Huerta, and Police Chief Jordan's refusal to honor the Office of Citizen Complaints' finding that the police were at fault in the incident. He announced the upcoming Police Commission hearing on the matter. The matter was referred to the Police/Social Issues Committee.

*** m/s/c

Unanimously - Lester Olmstead-Rose made a motion, which Commissioner Bermudez seconded, to ask the HRC to send a letter to the Texas Commission on Judicial Conduct regarding statements made by a homophobic Texas judge, Judge Jack Hampton of the State District Court who gave a lighter sentence to a murderer who killed two Gay men.

9. Announcements:

Jackie Winnow announced that she would be the Keynote Speaker at the Lesbian and AIDS Caregivers Conference at San Francisco State University on January 20.

10. Calendar Matter

In order to include new members the next meeting of the L/GAC will take place on the 4th Tuesday of the month (January 24, 1989) instead of the 3rd Tuesday.

The meeting adjourned at 6:40 P.M.

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